



REPORTING PERIOD: 07/01/2021 to 06/30/2022

LOCATION(S): UNITARIAN UNIVERSALIST ASSOCIATION

INSTITUTION ACCOUNT(S): ALL INSTITUTION
ACCOUNTS

Healthcare Trust of America, Inc.

Meeting Date: 07/07/2021	Country: USA	Ticker: HTA	Proxy Level: 3
Record Date: 04/15/2021	Meeting Type: Annual	Meeting ID: 1541976	
Primary Security ID: 42225P501	Primary CUSIP: 42225P501	Primary ISIN: US42225P5017	Primary SEDOL: BT9QF28

Total Ballots: 1	Voting Policy: UUA
Votable Shares: 567	Shares Instructed: 567
*Shares on Loan: 0	Shares Voted: 567

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>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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>							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/15/2021	Auto-Approved 06/15/2021		567	567
Total Shares:						567	567

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

W. R. Grace & Co.

Meeting Date: 07/07/2021	Country: USA	Ticker: GRA	Proxy Level: 3
Record Date: 05/19/2021	Meeting Type: Annual	Meeting ID: 1549112	
Primary Security ID: 38388F108	Primary CUSIP: 38388F108	Primary ISIN: US38388F1084	Primary SEDOL: 2232685
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,301	*Shares on Loan: 0	Shares Instructed: 1,301	Shares Voted: 1,301

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hudson La Force	Mgmt	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 Mark E. Tomkins	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,301	1,301
			06/18/2021	06/18/2021			
			Total Shares:				1,301

Snowflake, Inc.

Meeting Date: 07/08/2021	Country: USA	Ticker: SNOW	Proxy Level: 1
Record Date: 05/14/2021	Meeting Type: Annual	Meeting ID: 1550955	
Primary Security ID: 833445109	Primary CUSIP: 833445109	Primary ISIN: US8334451098	Primary SEDOL: BN134B7
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,435	*Shares on Loan: 0	Shares Instructed: 1,435	Shares Voted: 1,435

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Benoit Dageville	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Benoit Dageville, Mark Garrett, 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 impacts shareholder rights.							

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Snowflake, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Mark S. Garrett	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Benoit Dageville, Mark Garrett, 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 impacts shareholder rights.</i>							
1c	Elect Director Jayshree V. Ullal	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Benoit Dageville, Mark Garrett, 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 impacts shareholder rights.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.01 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		1,435	1,435
			06/14/2021	06/14/2021			
Total Shares:						1,435	1,435

Marvell Technology, Inc.

Meeting Date: 07/16/2021	Country: USA	Ticker: MRVL	Proxy Level: 3
Record Date: 05/20/2021	Meeting Type: Annual	Meeting ID: 1551773	
Primary Security ID: 573874104	Primary CUSIP: 573874104	Primary ISIN: US5738741041	Primary SEDOL: BNKJSM5
	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 813	*Shares on Loan: 0	Shares Instructed: 813	Shares Voted: 813

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Tudor Brown	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Brad W. Buss	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Edward H. Frank	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 Richard S. Hill	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1e	Elect Director Marachel L. Knight	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1f	Elect Director Bethany J. Mayer	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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Marvell Technology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Matthew J. Murphy	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1h	Elect Director Michael G. Strachan	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1i	Elect Director Robert E. Switz	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1j	Elect Director Ford Tamer	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. CEO pay declined and pay-for-performance concerns for the year in review were sufficiently mitigated. Specifically, while performance was measured over two six-month periods, STI payouts for the CEO were based on pre-set financial goals. Further, equity awards were primarily performance-based with clearly disclosed multi-year goals. However, some concern does remain, as the relative TSR metric targets merely median performance, and payouts are not capped for negative TSR performance.Following last year's failed say-on-pay vote, the company engaged with shareholders to gather their feedback on executive compensation and other matters. In addition, a supplemental filing provides further details on the specific feedback received, all of which related to last year's special value creation awards, and an extended commitment to refrain from granting VCAs for a period of time. Specifically, the committee committed to not make additional VCA grants to the NEOs for at least five years from the date of the 2021 AGM, unless the awards are ratified or approved by shareholders. Further, the supplemental filing notes that if at any time similar awards are considered, the committee intends to incorporate shareholder feedback into the timing, structure, and performance targets of such grants. The additional disclosure of shareholder feedback and commitment provided in the supplemental filing represent a significant improvement from the disclosure and changes disclosed in the proxy statement.							
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 9.78 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		813	813
			07/09/2021	07/09/2021			
			Total Shares:				813

McKesson Corporation

Meeting Date: 07/23/2021	Country: USA	Ticker: MCK	Proxy Level: 3
Record Date: 05/28/2021	Meeting Type: Annual	Meeting ID: 1555972	
Primary Security ID: 58155Q103	Primary CUSIP: 58155Q103	Primary ISIN: US58155Q1031	Primary SEDOL: 2378534
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 57	*Shares on Loan: 0	Shares Instructed: 57	Shares Voted: 57

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

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	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.							
1c	Elect Director Bradley E. Lerman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Linda P. Mantia	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 Maria Martinez	Mgmt	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 Edward A. Mueller	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Susan R. Salka	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Brian S. Tyler	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 Kenneth E. Washington	Mgmt	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 3.32 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. Pay and performance are reasonably aligned at this time, and no problematic pay practices were identified. Payouts for both the annual incentive program and 2019-2021 cash long-term incentive program were discretionarily reduced by the compensation committee in consideration of the \$8.1 billion opioid settlement charge recorded for 2021. In addition, the company provides a detailed discussion in the proxy statement of the factors considered by the committee in making the discretionary adjustments.							
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 shareholders' rights.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		57	57
			07/12/2021	07/12/2021			
			Total Shares:				57

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Proofpoint, Inc.

Meeting Date: 07/23/2021	Country: USA	Ticker: PFPT	Proxy Level: 5
Record Date: 06/03/2021	Meeting Type: Special	Meeting ID: 1557491	
Primary Security ID: 743424103	Primary CUSIP: 743424103	Primary ISIN: US7434241037	Primary SEDOL: B6VDQC3
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 36	*Shares on Loan: 0	Shares Instructed: 36	Shares Voted: 36

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: In spite of a process that relied heavily on the go-shop period to ensure alternatives were evaluated, and in consideration of the substantial premium, positive market reaction, and downside risk of rejection, support FOR the transaction is warranted.							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The NEOs' cash severance is double trigger and reasonably based, no excise tax gross-ups are payable. While a portion of the PSUs were amended to auto-accelerate, the NEOs' outstanding RSUs and the majority of the PSUs will be converted into cash awards, with double-trigger vesting provisions in place. All PSUs will be deemed earned at target performance.							
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Support 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		36	36
			07/02/2021	07/02/2021			
			Total Shares:				36

Linde Plc

Meeting Date: 07/26/2021	Country: Ireland	Ticker: LIN	Proxy Level: N/A
Record Date: 07/24/2021	Meeting Type: Annual	Meeting ID: 1542328	
Primary Security ID: G5494J103	Primary CUSIP: G5494J103	Primary ISIN: IE00BZ12WP82	Primary SEDOL: BZ12WP8
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 724	*Shares on Loan: 0	Shares Instructed: 724	Shares Voted: 724

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wolfgang H. Reitzle	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Stephen F. Angel	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Ann-Kristin Achleitner	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 Clemens A. H. Borsig	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Nance K. Dicciani	Mgmt	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 Enders	Mgmt	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 Franz Fehrenbach	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Edward 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.							
1i	Elect Director Larry D. McVay	Mgmt	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 Victoria E. Ossadnik	Mgmt	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 Martin H. Richenhagen	Mgmt	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 L. Wood	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 2.98 percent of the fees paid to the auditor are for non-audit purposes.							
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this routine item is warranted as no significant concerns have been identified.							
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 cash incentives were sufficiently performance-based, and half of long-term equity awards are based on performance metrics. In addition, long-term performance equity is measured over a multi-year period.							
4	Approve Remuneration Policy	Mgmt	Yes	For	For	For	For
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.							
5	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Click or tap here to enter text.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.							
6	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.							
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		682	682
			07/02/2021	07/02/2021			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		42	42
			07/02/2021	07/02/2021			
Total Shares:						724	724

AdaptHealth Corp.

Meeting Date: 07/27/2021	Country: USA	Ticker: AHCO	Proxy Level: 3
Record Date: 06/22/2021	Meeting Type: Annual	Meeting ID: 1562046	
Primary Security ID: 00653Q102	Primary CUSIP: 00653Q102	Primary ISIN: US00653Q1022	Primary SEDOL: BKDRF35
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 5,196	*Shares on Loan: 0	Shares Instructed: 5,196	Shares Voted: 5,196

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Terence Connors	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent governance committee member Terence Connors given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights.							
1.2	Elect Director Joshua Parnes	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.3	Elect Director Ted Lundberg	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.4	Elect Director David S. Williams, III	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 19.84 percent of the fees paid to the auditor are for non-audit purposes.							
3	Approve Increase Common Stock and Rename Class A Common Stock to Common Stock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The elimination of the dual class structure references from the charter is consistent with the company's current capital structure. In addition, the requested increase in the number of authorized shares of common stock is reasonable and there are no substantial concerns about the company's past use of shares.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		5,196	5,196
			07/15/2021	07/15/2021			

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STERIS plc

Meeting Date: 07/29/2021	Country: Ireland	Ticker: STE	Proxy Level: N/A
Record Date: 06/01/2021	Meeting Type: Annual	Meeting ID: 1555429	
Primary Security ID: G8473T100	Primary CUSIP: G8473T100	Primary ISIN: IE00BFY8C754	Primary SEDOL: BFY8C75

Total Ballots: 1	Voting Policy: UUA
Votable Shares: 853	Shares Instructed: 853
*Shares on Loan: 0	Shares Voted: 853

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 Daniel A. Carestio	Mgmt	Yes	For	For	For	For
	<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 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>						
1d	Elect Director Christopher S. Holland	Mgmt	Yes	For	For	For	For
	<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 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>						
1f	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>						
1g	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>						
1h	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>						
1i	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 22.83 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 22.83 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 authorize the board to determine the auditor's remuneration is warranted.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although some concerns are noted regarding goal setting under the annual incentive plan, final payouts are entirely based on pre-set financial metrics. In addition, a majority of long-term incentives are performance conditioned.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		853	853
			07/12/2021	07/12/2021			
			Total Shares:				853

Eagle Materials Inc.

Meeting Date: 08/03/2021	Country: USA	Ticker: EXP	Proxy Level: 3
Record Date: 06/08/2021	Meeting Type: Annual	Meeting ID: 1559775	
Primary Security ID: 26969P108	Primary CUSIP: 26969P108	Primary ISIN: US26969P1084	Primary SEDOL: 2191399
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 254	*Shares on Loan: 0	Shares Instructed: 254	Shares Voted: 254

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. William Barnett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1b	Elect Director Richard Beckwitt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1c	Elect Director Ed H. Bowman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
1d	Elect Director Michael R. Haack	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		254	254
			07/09/2021	07/09/2021			
			Total Shares:				254

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Eagle Materials Inc.

New York Community Bancorp, Inc.

Meeting Date: 08/04/2021	Country: USA	Ticker: NYCB	Proxy Level: 5
Record Date: 06/18/2021	Meeting Type: Special	Meeting ID: 1560104	
Primary Security ID: 649445103	Primary CUSIP: 649445103	Primary ISIN: US6494451031	Primary SEDOL: 2711656

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 737	*Shares on Loan: 0	Shares Instructed: 737	Shares Voted: 737

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: The strategic rationale appears logical, the combined company is expected to benefit from cost savings, the transaction may lead to earnings and tangible book value accretion, and there is a potential downside risk of non-approval. As such, support FOR the proposed transaction is warranted.							
2	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		737	737
			07/23/2021	07/23/2021			
			Total Shares:				737

Qorvo, Inc.

Meeting Date: 08/10/2021	Country: USA	Ticker: QRVO	Proxy Level: 3
Record Date: 06/17/2021	Meeting Type: Annual	Meeting ID: 1560606	
Primary Security ID: 74736K101	Primary CUSIP: 74736K101	Primary ISIN: US74736K1016	Primary SEDOL: BR9YYP4

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 322	*Shares on Loan: 0	Shares Instructed: 322	Shares Voted: 322

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	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 Robert A. Bruggeworth	Mgmt	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 Judy Bruner	Mgmt	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 Jeffery R. 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.							
1.5	Elect Director John R. Harding	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director David H. Y. Ho	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 Roderick D. Nelson	Mgmt	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 Walden C. Rhines	Mgmt	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 Susan L. Spradley	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: The annual incentive plan was based on pre-set financial goals, determined semi-annually and long-term incentives consisted of a majority performance-conditioned equity. However, the performance objectives for long-term equity incentives are determined annually, followed by two additional years of vesting, with half of the award based on achievement of the objectives. This may potentially over-emphasize short-term results. Nevertheless, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.							
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 9.86 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		322	322
			07/20/2021	07/20/2021			
			Total Shares:				322

CAE Inc.

Meeting Date: 08/11/2021	Country: Canada	Ticker: CAE	Proxy Level: 4
Record Date: 06/18/2021	Meeting Type: Annual	Meeting ID: 1548821	
Primary Security ID: 124765108	Primary CUSIP: 124765108	Primary ISIN: CA1247651088	Primary SEDOL: 2162760
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 954	*Shares on Loan: 0	Shares Instructed: 954	Shares Voted: 954

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Margaret S. (Peg) Billson	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach and Andrew Stevens for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Michael M. Fortier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach and Andrew Stevens for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.</i>						
1.3	Elect Director Marianne Harrison	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach and Andrew Stevens for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.</i>						
1.4	Elect Director Alan N. MacGibbon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach and Andrew Stevens for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.</i>						
1.5	Elect Director Mary Lou Maher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach and Andrew Stevens for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.</i>						
1.6	Elect Director John P. Manley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach and Andrew Stevens for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.</i>						
1.7	Elect Director Francois Olivier	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach and Andrew Stevens for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.</i>						
1.8	Elect Director Marc Parent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach and Andrew Stevens for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.</i>						
1.9	Elect Director David G. Perkins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach and Andrew Stevens for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.</i>						
1.10	Elect Director Michael E. Roach	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach and Andrew Stevens for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.</i>						
1.11	Elect Director Andrew J. Stevens	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Nominating Committee members Margaret (Peg) Billson, Marianne Harrison, Francois Olivier, Michael Roach and Andrew Stevens for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.</i>						
2	Approve PricewaterhouseCoopers 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 Shareholder Rights Plan	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/12/2021	Auto-Approved 07/12/2021		954	954
Total Shares:						954	954

Electronic Arts Inc.

Meeting Date: 08/12/2021	Country: USA	Ticker: EA	Proxy Level: 3
Record Date: 06/18/2021	Meeting Type: Annual	Meeting ID: 1560025	
Primary Security ID: 285512109	Primary CUSIP: 285512109	Primary ISIN: US2855121099	Primary SEDOL: 2310194

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 226	*Shares on Loan: 0	Shares Instructed: 226	Shares Voted: 226

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. 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>						
1b	Elect Director Leonard S. Coleman	Mgmt	Yes	For	For	For	For
	<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 T. Huber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Talbott 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>						
1e	Elect Director Richard A. Simonson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Luis A. Ubinas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Heidi J. Ueberroth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Andrew Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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. Following failed support for this proposal last year, the company disclosed shareholder engagement efforts and feedback, as well as certain improvements to the pay program. Nevertheless, the committee demonstrated only limited responsiveness, as certain concerns were not fully addressed by the committee. In particular, while shareholders took issue with the practice of granting special off-cycle equity awards, the company only made a firm commitment to not grant special awards in FY22. This is of particular concern, given the company's recent history of granting sizable special equity awards. In addition, there are pay-for-performance concerns for the year in review. Specifically, the CEO's "enhanced" equity awards granted in FY21 on a one-time basis are outsized at \$30 million, which alone exceeded the median total pay for CEOs in the company-defined peer group. Further, a significant portion of the annual incentive program was based on qualitatively-disclosed strategic objectives, which makes it difficult for shareholders to assess the pay for performance linkage. In addition, concerns are heightened given that the CEO received a maximum annual incentive payout of \$5 million. Lastly, a portion of the PSUs continue to utilize relatively short performance periods with additional vesting opportunities, which reduce the long-term nature of the program.</i>						

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Electronic Arts 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
<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	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	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/30/2021	Auto-Approved 07/30/2021		226	226
Total Shares:						226	226

Realty Income Corporation

Meeting Date: 08/12/2021	Country: USA	Ticker: O	Proxy Level: 5
Record Date: 07/08/2021	Meeting Type: Special	Meeting ID: 1560789	
Primary Security ID: 756109104	Primary CUSIP: 756109104	Primary ISIN: US7561091049	Primary SEDOL: 2724193
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 792	*Shares on Loan: 0	Shares Instructed: 792	Shares Voted: 792

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The strategic rationale appears sound, as the combined company will have a more diversified asset base and benefits of greater scale. Given the strategic rationale, and the expected cost savings and immediate accretion to AFFO, support for the merger is warranted.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the underlying transaction (Item 1) merits support.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 08/02/2021	Auto-Approved 08/02/2021		792	792
Total Shares:						792	792

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Meeting Date: 08/12/2021	Country: USA	Ticker: VER	Proxy Level: 5
Record Date: 07/08/2021	Meeting Type: Special	Meeting ID: 1560784	
Primary Security ID: 92339V308	Primary CUSIP: 92339V308	Primary ISIN: US92339V3087	Primary SEDOL: BMG92R5
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 89	*Shares on Loan: 0	Shares Instructed: 89	Shares Voted: 89

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: While shareholders may be concerned about the suboptimal sale process, the strategic rationale appears sound, the proposed merger represents a 17.2 percent premium over the unaffected share price, and the stock consideration provides an opportunity for VER shareholders to participate in the potential upside of the combined company. On balance, support FOR the merger is warranted.							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: The board seeks shareholder approval to be acquired by Realty Income Corporation (O). Under the terms of the agreement, VER shareholders will receive 0.705 O shares per VER share, which was valued at approximately \$48.36 per share, or \$11.1 billion in aggregate at announcement. If the transaction is completed, VER shareholders will own approximately 30 percent of the combined entity. While shareholders may be concerned about the suboptimal sale process, the strategic rationale appears sound, the proposed merger represents a 17.2 percent premium over the unaffected share price, and the stock consideration provides an opportunity for VER shareholders to participate in the potential upside of the combined company. On balance, support for the merger is warranted. Support for the golden parachute proposal is warranted. 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.							
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the underlying transaction (Item 1) merits support.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		89	89
			08/02/2021	08/02/2021			
			Total Shares:			89	89

DXC Technology Company

Meeting Date: 08/17/2021	Country: USA	Ticker: DXC	Proxy Level: 3
Record Date: 06/21/2021	Meeting Type: Annual	Meeting ID: 1562105	
Primary Security ID: 23355L106	Primary CUSIP: 23355L106	Primary ISIN: US23355L1061	Primary SEDOL: BYXD7B3
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 241	*Shares on Loan: 0	Shares Instructed: 241	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Amy E. Alving	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director David A. Barnes	Mgmt	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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DXC Technology Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Raul 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 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	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Dawn Rogers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Michael J. Salvino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Manoj P. Singh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Akihiko 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>							
1l	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 5.13 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against

Voting Policy Rationale: Following the low support for say-on-pay in 2020, the company engaged with a significant portion of its shareholder base and made changes and commitments to address certain concerns related to the executive compensation program. These included the company making a commitment to only pay for actual performance and not waive performance conditions on incentive awards going forward. In addition, the company improved its disclosure regarding the rationale for using certain performance metrics. However, there is an unmitigated pay-for-performance misalignment for the year in review. Specifically, the annual incentive pool was funded above target based on financial goals that were set significantly lower than the prior year, while executives' payout opportunities remained unchanged. The application of a subjective strategic modifier then increased the CEO's payout from above target to the maximum level. Further, the company does not provide a compelling rationale for the significant decrease in the proportion of PSUs granted to certain NEOs. In addition, retention and one-time awards appear to be problematic, as certain awards are entirely time-based with a fairly short vesting period. This also includes a sizable lump-sum cash payment to one NEO. Finally, the CEO's employment agreement provides for a cash payment upon any termination of employment, which is considered a problematic pay practice. Although the compensation committee has demonstrated adequate responsiveness, a vote AGAINST this proposal is warranted in light of the above pay-for-performance concerns.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/29/2021	Auto-Approved 07/29/2021		241	241
Total Shares:						241	241

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The J. M. Smucker Company

Meeting Date: 08/18/2021	Country: USA	Ticker: SJM	Proxy Level: 3
Record Date: 06/21/2021	Meeting Type: Annual	Meeting ID: 1561203	
Primary Security ID: 832696405	Primary CUSIP: 832696405	Primary ISIN: US8326964058	Primary SEDOL: 2951452
	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 435	*Shares on Loan: 0	Shares Instructed: 435	Shares Voted: 435

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>						
1c	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director 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 Pinalto	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director 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>						
1g	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>						
1h	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>						
1i	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>						
1j	Elect Director Jodi L. Taylor	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 Dawn C. Willoughby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 28.49 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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The J. M. Smucker 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. Annual incentives are entirely based on a pre-set financial metric, although the performance target was set lower than the prior year's actual result due to COVID-19 pandemic-related economic uncertainty. The long-term incentive equity awards are majority performance-conditioned and are measured over a multi-year performance period.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		435	435
			07/23/2021	07/23/2021			
Total Shares:						435	435

Microchip Technology Incorporated

Meeting Date: 08/24/2021	Country: USA	Ticker: MCHP	Proxy Level: 3
Record Date: 06/28/2021	Meeting Type: Annual	Meeting ID: 1563800	
Primary Security ID: 595017104	Primary CUSIP: 595017104	Primary ISIN: US5950171042	Primary SEDOL: 2592174
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 691	*Shares on Loan: 0	Shares Instructed: 691	Shares Voted: 691

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew W. Chapman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Esther 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.							
1.3	Elect Director Karlton D. 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.							
1.4	Elect Director Wade F. Meyercord	Mgmt	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 Ganesh Moorthy	Mgmt	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 Karen M. Rapp	Mgmt	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 Steve Sanghi	Mgmt	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	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the increase is within allowable limits when adjusted for the upcoming two-for-one forward stock split.							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							

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Microchip Technology Incorporated

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 23.42 percent of the fees paid to the auditor are for non-audit purposes.							
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were earned based on pre-set objectives measured quarterly. Half of long-term equity incentives are comprised of performance-based shares measured over a multi-year period. The company plans expand the performance measurement period from two to three years for future awards.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		691	691
			08/04/2021	08/04/2021			
			Total Shares:				691

Boot Barn Holdings, Inc.

Meeting Date: 08/25/2021	Country: USA	Ticker: BOOT	Proxy Level: 3
Record Date: 07/01/2021	Meeting Type: Annual	Meeting ID: 1563912	
Primary Security ID: 099406100	Primary CUSIP: 099406100	Primary ISIN: US0994061002	Primary SEDOL: BRS6600
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,799	*Shares on Loan: 0	Shares Instructed: 1,799	Shares Voted: 1,799

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	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 Greg Bettinelli	Mgmt	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 Chris Bruzzo	Mgmt	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 Eddie Burt	Mgmt	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 James G. Conroy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Lisa G. Laube	Mgmt	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 Anne MacDonald	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.							

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Boot Barn Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Brenda I. Morris	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.							
1.9	Elect Director Brad Weston	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: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on an analysis of the plan amendments, 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 31.06 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,799	1,799
			08/05/2021	08/05/2021			
			Total Shares:				1,799

Helen of Troy Limited

Meeting Date: 08/25/2021	Country: Bermuda	Ticker: HELE	Proxy Level: N/A
Record Date: 06/23/2021	Meeting Type: Annual	Meeting ID: 1559941	
Primary Security ID: G4388N106	Primary CUSIP: G4388N106	Primary ISIN: BMG4388N1065	Primary SEDOL: 2419530
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 797	*Shares on Loan: 0	Shares Instructed: 797	Shares Voted: 797

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julien R. Mininberg	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 Timothy F. Meeker	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 Gary B. Abromovitz	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1d	Elect Director Krista L. Berry	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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Helen of Troy Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Vincent D. Carson	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 Thurman K. Case	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 Beryl B. Raff	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 Darren G. Woody	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.							
3	Approve Grant Thornton 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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		797	797
			08/03/2021	08/03/2021			
			Total Shares:				797

1Life Healthcare, Inc.

Meeting Date: 08/27/2021	Country: USA	Ticker: ONEM	Proxy Level: 5
Record Date: 07/13/2021	Meeting Type: Special	Meeting ID: 1564400	
Primary Security ID: 68269G107	Primary CUSIP: 68269G107	Primary ISIN: US68269G1076	Primary SEDOL: BKMGI1N5
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3,989	*Shares on Loan: 0	Shares Instructed: 3,989	Shares Voted: 3,989

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the transaction is warranted, despite ONEM shares' underperformance of the benchmark index since the transaction's announcement, because 1) the strategic rationale of the transaction appears logical and 2) the transaction is expected to be accretive to equity value per share due to cost synergies, savings, and revenue synergies.							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this agenda item is warranted as Item 1 warrants support.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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1Life Healthcare, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 08/13/2021	Auto-Approved 08/13/2021		3,989	3,989
Total Shares:						3,989	3,989

Casey's General Stores, Inc.

Meeting Date: 09/01/2021	Country: USA	Ticker: CASY	Proxy Level: 3
Record Date: 07/01/2021	Meeting Type: Annual	Meeting ID: 1565008	
Primary Security ID: 147528103	Primary CUSIP: 147528103	Primary ISIN: US1475281036	Primary SEDOL: 2179414

Total Ballots: 1	Voting Policy: UUA
Votable Shares: 731	*Shares on Loan: 0
Shares Instructed: 731	Shares Voted: 731

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Diane C. Bridgewater	Mgmt	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 Donald E. Frieson	Mgmt	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 Cara K. Heiden	Mgmt	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 K. Lenhardt	Mgmt	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 Darren M. Rebelez	Mgmt	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 Larree M. Renda	Mgmt	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 Judy A. Schmeling	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Gregory A. Trojan	Mgmt	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 M. Wing	Mgmt	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 2.81 percent of the fees paid to the auditor are for non-audit purposes.						

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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
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		731	731
			08/10/2021	08/10/2021			
					Total Shares:	731	731

NortonLifeLock Inc.

Meeting Date: 09/14/2021	Country: USA	Ticker: NLOK	Proxy Level: 3
Record Date: 07/19/2021	Meeting Type: Annual	Meeting ID: 1566307	
Primary Security ID: 668771108	Primary CUSIP: 668771108	Primary ISIN: US6687711084	Primary SEDOL: BJN4XN5
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 44	*Shares on Loan: 0	Shares Instructed: 44	Shares Voted: 44

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan P. Barsamian	Mgmt	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 Eric K. Brandt	Mgmt	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 E. Dangeard	Mgmt	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 Nora M. Denzel	Mgmt	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 Peter A. Feld	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 Kenneth Y. Hao	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Emily Heath	Mgmt	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 Vincent Pilette	Mgmt	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 Sherrese M. 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.							

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NortonLifeLock Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.29 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While disclosure of certain goals in the annual incentive program is limited, the company continues to base the majority of its pay on 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 for the year in review.</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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 08/23/2021	Auto-Approved 08/23/2021		44	44
Total Shares:						44	44

Take-Two Interactive Software, Inc.

Meeting Date: 09/14/2021		Country: USA		Ticker: TTWO		Proxy Level: 3	
Record Date: 07/20/2021		Meeting Type: Annual		Meeting ID: 1566096		Primary SEDOL: 2122117	
Primary Security ID: 874054109		Primary CUSIP: 874054109		Primary ISIN: US8740541094			
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 41		*Shares on Loan: 0		Shares Instructed: 41		Shares Voted: 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>							

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Take-Two Interactive Software, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Susan Tolson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Paul Viera	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Roland Hernandez	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, but with caution. Compensation for the CEO is primarily paid by the external manager under a management services agreement. Although 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. This level of transparency for an externally managed issuer is sufficient to make a reasonable assessment of pay and performance. However, certain goal rigor concerns remain in the annual incentive program, which has resulted in maximum-level performance for several years. This continued lowering of goals, even with disclosure details that satisfy the externally-managed issuer policy, may warrant adverse vote recommendations going forward.							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
4	Ratify 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 25.22 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		41	41
			08/19/2021	08/19/2021			
			Total Shares:				41

Conagra Brands, Inc.

Meeting Date: 09/15/2021		Country: USA		Ticker: CAG		Proxy Level: 3	
Record Date: 07/26/2021		Meeting Type: Annual		Meeting ID: 1567985			
Primary Security ID: 205887102		Primary CUSIP: 205887102		Primary ISIN: US2058871029		Primary SEDOL: 2215460	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 574		*Shares on Loan: 0		Shares Instructed: 574		Shares Voted: 574	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anil Arora	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 Emanuel "Manny" Chirico	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Sean M. Connolly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Joie A. Gregor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Fran Horowitz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	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>							
1h	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>							
1i	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>							
1j	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>							
1k	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>							
1l	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>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted. The majority of NEOs' compensation is linked to objective financial performance metrics, and CEO pay and company performance are sufficiently aligned.</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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 08/24/2021	Auto-Approved 08/24/2021		574	574
Total Shares:						574	574

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Alibaba Group Holding Limited

Meeting Date: 09/17/2021		Country: Cayman Islands		Ticker: 9988		Proxy Level: N/A	
Record Date: 08/04/2021		Meeting Type: Annual		Meeting ID: 1568769			
Primary Security ID: G01719114		Primary CUSIP: G01719114		Primary ISIN: KYG017191142		Primary SEDOL: BK6YZP5	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 29		*Shares on Loan: 0		Shares Instructed: 29		Shares Voted: 29	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Meeting for ADR Holders	Mgmt	No				
	Elect Director Joseph C. Tsai	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The board is not majority independent.A vote AGAINST Chung Tsai (Joe, Joseph) is warranted for serving as a non-independent member of certain key board committees.							
1.2	Elect Director J. Michael Evans	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The board is not majority independent.						
1.3	Elect Director E. Borje Ekholm	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The board is not majority independent.						
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 13.41 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		29	29
			08/24/2021	08/24/2021			
			Total Shares:				

W. R. Grace & Co.

Meeting Date: 09/17/2021		Country: USA		Ticker: GRA		Proxy Level: 5	
Record Date: 08/09/2021		Meeting Type: Special		Meeting ID: 1568651			
Primary Security ID: 38388F108		Primary CUSIP: 38388F108		Primary ISIN: US38388F1084		Primary SEDOL: 2232685	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 1,301		*Shares on Loan: 0		Shares Instructed: 1,301		Shares Voted: 1,301	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although the merger consideration represents a discount to GRA's one-year pre-deal high and a slight discount to GRA's historic trading levels, shareholders are receiving a meaningful premium to the unaffected share price, the sales process appears thorough, the valuation appears fair, and there is a potential downside risk of non-approval. On balance, a vote FOR the proposed transaction is warranted.							

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W. R. Grace & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although cash severance is double trigger and the majority of outstanding equity is expected to vest upon a qualifying termination, NEOs are entitled to receive problematic excise tax gross-ups pursuant to the merger agreement.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,301	1,301
			09/03/2021	09/03/2021			
			Total Shares:				

Intuitive Surgical, Inc.

Meeting Date: 09/20/2021	Country: USA	Ticker: ISRG	Proxy Level: 2
Record Date: 08/18/2021	Meeting Type: Special	Meeting ID: 1570619	
Primary Security ID: 46120E602	Primary CUSIP: 46120E602	Primary ISIN: US46120E6023	Primary SEDOL: 2871301
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 9	*Shares on Loan: 0	Shares Instructed: 9	Shares Voted: 9

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
Voting Policy Rationale: A vote FOR this proposal is warranted because the requested number of shares is below the company-specific allowable cap, when taking into account the planned 3-for-1 stock split.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		9	9
			08/30/2021	08/30/2021			
			Total Shares:				

Macquarie Infrastructure Corporation

Meeting Date: 09/21/2021	Country: USA	Ticker: MIC	Proxy Level: 5
Record Date: 08/23/2021	Meeting Type: Special	Meeting ID: 1571457	
Primary Security ID: 55608B105	Primary CUSIP: 55608B105	Primary ISIN: US55608B1052	Primary SEDOL: B1Z4VB1

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Macquarie Infrastructure Corporation

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 2,731		Shares Instructed: 2,731					
*Shares on Loan: 0		Shares Voted: 2,731					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition of Common Shares of the Company by KKR Apple Bidco, LLC from Macquarie Infrastructure Holdings, LLC	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Given the thorough process, the premia to pre-process share price and trading multiples, and the safeguards to compensate shareholders in the event of a delayed closing, support FOR the proposed transactions is warranted.							
2	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Given the thorough process, the premia to pre-process share price and trading multiples, and the safeguards to compensate shareholders in the event of a delayed closing, support FOR the proposed transactions is warranted.							
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as support for the underlying transactions is warranted.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,731	2,731
			09/08/2021	09/08/2021			
			Total Shares:				2,731

Darden Restaurants, Inc.

Meeting Date: 09/22/2021		Country: USA		Ticker: DRI		Proxy Level: 3	
Record Date: 07/28/2021		Meeting Type: Annual		Meeting ID: 1568292			
Primary Security ID: 237194105		Primary CUSIP: 237194105		Primary ISIN: US2371941053		Primary SEDOL: 2289874	
Total Ballots: 1				Voting Policy: UUA			
Votable Shares: 205		*Shares on Loan: 0		Shares Instructed: 205		Shares Voted: 205	
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director James P. Fogarty	Mgmt	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 Cynthia T. Jamison	Mgmt	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 Eugene I. Lee, 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.							
1.5	Elect Director Nana Mensah	Mgmt	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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Darden Restaurants, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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. Sonsteby	Mgmt	Yes	For	For	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 Timothy J. Wilmott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at 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. Both annual and long-term incentives utilize financial performance metrics and half of the long-term equity awards were performance-based. Moreover, performance equity is measured over a multi-year period.</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 Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
5	Adopt Share Retention Policy For Senior Executives - Withdrawn Resolution	SH	No				
<i>Voting Policy Rationale: This proposal has been withdrawn by the proponent. Accordingly, the proposal will not be presented or voted upon, and no votes cast on this item will be tabulated or reported.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		205	205
			08/26/2021	08/26/2021			
Total Shares:						205	205

Lamb Weston Holdings, Inc.

Meeting Date: 09/23/2021	Country: USA	Ticker: LW	Proxy Level: 3
Record Date: 07/26/2021	Meeting Type: Annual	Meeting ID: 1567285	
Primary Security ID: 513272104	Primary CUSIP: 513272104	Primary ISIN: US5132721045	Primary SEDOL: BDQZFJ3
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 740	*Shares on Loan: 0	Shares Instructed: 740	Shares Voted: 740

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

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Lamb Weston Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Robert J. Coviello	Mgmt	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 Andre J. Hawaux	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director W.G. Jurgensen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Thomas P. Maurer	Mgmt	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 Hala G. Modellmog	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Robert A. Niblock	Mgmt	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 Maria Renna Sharpe	Mgmt	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 Thomas P. Werner	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay-and-performance are reasonably aligned for the year in review. Performance equity awards were based on the same metrics as the annual incentive plan, measured annually, due to pandemic uncertainty. Annual incentives were based on pre-set financial goals and negative discretion was applied to lower payouts to the target level.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		740	740
			08/27/2021	08/27/2021			
			Total Shares:				

WNS (Holdings) Limited

Meeting Date: 09/23/2021	Country: Jersey	Ticker: WNS	Proxy Level: N/A
Record Date: 08/19/2021	Meeting Type: Annual	Meeting ID: 1568589	
Primary Security ID: 92932M101	Primary CUSIP: 92932M101	Primary ISIN: US92932M1018	Primary SEDOL: B194GX4

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WNS (Holdings) Limited

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 1,826		Shares Instructed: 1,826					
*Shares on Loan: 0		Shares Voted: 1,826					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt	No				
	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this routine item is warranted.						
2	Ratify Grant Thornton Bharat LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR these proposals is warranted.						
	3	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted.							
4		Reelect John Freeland as a Director	Mgmt	Yes	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
	5	Reelect Francoise Gri as a Director	Mgmt	Yes	For	For	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
6		Reelect Jason Liberty as a Director	Mgmt	Yes	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
	7	Elect Timothy L. Main as a Director	Mgmt	Yes	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
8		Approve Remuneration of Directors	Mgmt	Yes	For	For	For
	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.						

Ballot Details								
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,826	1,826
				09/07/2021	09/07/2021			
				Total Shares:				

FedEx Corporation

Meeting Date: 09/27/2021		Country: USA		Ticker: FDX		Proxy Level: 3	
Record Date: 08/02/2021		Meeting Type: Annual		Meeting ID: 1569922			
Primary Security ID: 31428X106		Primary CUSIP: 31428X106		Primary ISIN: US31428X1063		Primary SEDOL: 2142784	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 115		*Shares on Loan: 0		Shares Instructed: 115		Shares Voted: 115	
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

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

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 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 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>						
1d	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>						
1e	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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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>						
1k	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	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO total pay increased considerably year-over-year due primarily to sizeable one-time equity awards. This is particularly concerning for many investors given the Compensation Committee's decision to reinstate the STI program mid-year after granting one-time equity awards to the CEO and other named executives in lieu of the STI. Moreover, there are ongoing concerns regarding the granting of majority time-based LTI awards, the use of tax reimbursement for restricted stock awards and the inordinate amount of perquisite compensation for the CEO.</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 3.58 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	Report on Alignment Between Company Values and Electioneering Contributions	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a congruency analysis between FedEx's political contribution spending and its stated values would enable shareholders to better evaluate how well the company is assessing and mitigating risks to its reputation, brand, and shareholder value.</i>						

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FedEx Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Report on Lobbying Payments and Policy	SH	Yes	Against	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 better understanding of the company's management of its lobbying activities and any related risks and benefits.							
7	Report on Racism in Corporate Culture	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 existing diversity and inclusion initiatives.							
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, 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, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		115	115
			09/15/2021	09/15/2021			
			Total Shares:				115

General Mills, Inc.

Meeting Date: 09/28/2021	Country: USA	Ticker: GIS	Proxy Level: 3
Record Date: 07/30/2021	Meeting Type: Annual	Meeting ID: 1570187	
Primary Security ID: 370334104	Primary CUSIP: 370334104	Primary ISIN: US3703341046	Primary SEDOL: 2367026
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 590	*Shares on Loan: 0	Shares Instructed: 590	Shares Voted: 590

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.							
1b	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.							
1c	Elect Director Jeffrey L. Harmening	Mgmt	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 Maria G. Henry	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Jo Ann Jenkins	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Elizabeth C. Lempres	Mgmt	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
1g	Elect Director Diane L. Neal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Steve Odland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Maria A. Sastre	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Eric D. Sprunk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Jorge A. Uribe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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. Performance equity accounts for half of the total long-term incentive award mix and utilizes multi-year performance measurement periods. In addition, the annual incentive is predominantly based on pre-set financial 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 only 18.13 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 elimination of supermajority vote requirements is considered a best practice in corporate governance. However, this proposal will have no impact on voting by common shareholders, and the company does not currently have outstanding preferred shares.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/07/2021	Auto-Approved 09/07/2021		590	590
Total Shares:						590	590

United Therapeutics Corporation

Meeting Date: 09/30/2021		Country: USA		Ticker: UTHR		Proxy Level: 3	
Record Date: 08/10/2021		Meeting Type: Special		Meeting ID: 1570626			
Primary Security ID: 91307C102		Primary CUSIP: 91307C102		Primary ISIN: US91307C1027		Primary SEDOL: 2430412	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 31		*Shares on Loan: 0		Shares Instructed: 31		Shares Voted: 31	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Certificate of Incorporation to become a Public Benefit Corporation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the board's rationale appears reasonable and there does not appear to be any publicly disclosed shareholder dissatisfaction over the proposed conversion.</i>							

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United Therapeutics Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		31	31
			09/20/2021	09/20/2021			
			Total Shares:				31

RPM International Inc.

Meeting Date: 10/07/2021	Country: USA	Ticker: RPM	Proxy Level: 3
Record Date: 08/13/2021	Meeting Type: Annual	Meeting ID: 1572205	
Primary Security ID: 749685103	Primary CUSIP: 749685103	Primary ISIN: US7496851038	Primary SEDOL: 2756174
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,856	*Shares on Loan: 0	Shares Instructed: 1,856	Shares Voted: 1,856

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John M. Ballbach	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.2	Elect Director Bruce A. Carbonari	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.3	Elect Director Jenniffer D. Deckard	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.4	Elect Director Salvatore D. Fazzolari	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. Although some concerns are noted, pay and performance are reasonably aligned at this time.							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 2.27 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,856	1,856
			09/17/2021	09/17/2021			
			Total Shares:				

The Procter & Gamble Company

Meeting Date: 10/12/2021	Country: USA	Ticker: PG	Proxy Level: 3
Record Date: 08/13/2021	Meeting Type: Annual	Meeting ID: 1573021	
Primary Security ID: 742718109	Primary CUSIP: 742718109	Primary ISIN: US7427181091	Primary SEDOL: 2704407

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The Procter & Gamble Company

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 2,495		*Shares on Loan: 0		Shares Instructed: 2,495		Shares Voted: 2,495	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc 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 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 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>						
1f	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>						
1g	Elect Director Terry J. Lundgren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director 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>						
1i	Elect Director Jon R. Moeller	Mgmt	Yes	For	For	For	For
	<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 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 1.11 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. Bonus payouts are commensurate with financial performance, and the long-term awards are approximately half performance based with multiyear performance periods. However, future bonus payouts warrant further monitoring based on the degree of discretion applied to their determination.</i>						
4	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>						

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The Procter & Gamble Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/01/2021	Auto-Approved 10/01/2021		2,495	2,495
Total Shares:						2,495	2,495

Fiverr International Ltd.

Meeting Date: 10/19/2021	Country: Israel	Ticker: FVRR	Proxy Level: N/A
Record Date: 09/09/2021	Meeting Type: Annual	Meeting ID: 1577898	
Primary Security ID: M4R82T106	Primary CUSIP: M4R82T106	Primary ISIN: IL0011582033	Primary SEDOL: BKKDH30
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,436	*Shares on Loan: 0	Shares Instructed: 1,436	Shares Voted: 1,436

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Adam Fisher 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 Nir Zohar 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	Approve Amended Compensation Term to Company's Non-Executive Directors and One-Time Equity Grant to Certain Directors	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the resulting potential level of dilution (12.24 percent) and the three-year average burn rate (4.55 percent) exceed recommended guidelines.</i>							
3	Approve Amendment of Compensation Policy for the Directors and Officers of the Company	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because the company discloses sufficient information on its compensation policy and there are no known concerns with the amended terms as proposed by the company.</i>							
4	Issue Amendment of Indemnification Agreements to Directors/Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted, as the company discloses sufficient information and as there are no apparent concerns with the proposed terms.</i>							
5	Reappoint Kost Forer Gabbay & Kasierer 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 audit firm and fix their remuneration is warranted.</i>							
6	Discuss Financial Statements and the Report of the Board	Mgmt	No				
<i>Voting Policy Rationale: No vote is required for this item.</i>							

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Fiverr International Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	Yes	None	Refer	Refer	Against
Voting Policy Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will be disqualified.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	dmcelhenney 10/11/2021	dmcelhenney 10/11/2021		1,436	1,436
Total Shares:						1,436	1,436

Wolfspeed, Inc.

Meeting Date: 10/25/2021	Country: USA	Ticker: WOLF	Proxy Level: 3
Record Date: 08/27/2021	Meeting Type: Annual	Meeting ID: 1578219	
Primary Security ID: 977852102	Primary CUSIP: 977852102	Primary ISIN: US9778521024	Primary SEDOL: BMBVND9
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 58	*Shares on Loan: 0	Shares Instructed: 58	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director John C. Hodge	Mgmt	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 Clyde R. Hosein	Mgmt	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 Darren R. Jackson	Mgmt	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 Duy-Loan T. Le	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.							
1.6	Elect Director Gregg A. Lowe	Mgmt	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 B. Replogle	Mgmt	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 Marvin A. Riley	Mgmt	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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Wolfspeed, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Thomas H. Werner	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Approve Increase in Size of Board	Mgmt	Yes	For	For	For	For
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.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.92 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	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although annual bonus payout was primarily based on pre-set objective metrics in FY21 and regular equity awards were predominantly performance-based, an outsized one-time special equity award was granted to the CEO in addition to his annual equity awards. In addition, the special equity grant utilized the same metric goals as the annual incentives program.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		58	58
			10/12/2021	10/12/2021			
			Total Shares:				58

Mercury Systems, Inc.

Meeting Date: 10/27/2021	Country: USA	Ticker: MRCY	Proxy Level: 3
Record Date: 08/25/2021	Meeting Type: Annual	Meeting ID: 1577566	
Primary Security ID: 589378108	Primary CUSIP: 589378108	Primary ISIN: US5893781089	Primary SEDOL: 2144047
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,785	*Shares on Loan: 0	Shares Instructed: 1,785	Shares Voted: 1,785

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Orlando P. Carvalho	Mgmt	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 Barry R. Nearhos	Mgmt	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 Debora A. Plunkett	Mgmt	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 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.							

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 10/06/2021	Auto-Approved 10/06/2021		1,785	1,785
Total Shares:						1,785	1,785

Parker-Hannifin Corporation

Meeting Date: 10/27/2021	Country: USA	Ticker: PH	Proxy Level: 3
Record Date: 09/03/2021	Meeting Type: Annual	Meeting ID: 1580466	
Primary Security ID: 701094104	Primary CUSIP: 701094104	Primary ISIN: US7010941042	Primary SEDOL: 2671501

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 73	*Shares on Loan: 0	Shares Instructed: 73	Shares Voted: 73

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Jillian C. Evanko	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 Lance M. Fritz	Mgmt	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 Linda A. Harty	Mgmt	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 F. Lacey	Mgmt	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 Kevin A. Lobo	Mgmt	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 Scaminace	Mgmt	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 Ake Svensson	Mgmt	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 Laura K. Thompson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director James R. Verrier	Mgmt	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 James L. Wainscott	Mgmt	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 Thomas L. Williams	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Parker-Hannifin 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
Voting Policy Rationale: A vote FOR this item is warranted because only 7.35 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 appear reasonably aligned for the year in review. The annual incentive program was entirely based on pre-set, objective metrics with performance targets set above those in the previous year. Just under half of the long-term equity awards were performance-conditioned and performance shares are measured over multi-year periods with forward-looking goals disclosed.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		73	73
			10/07/2021	10/07/2021			
			Total Shares:				73

Catalent, Inc.

Meeting Date: 10/28/2021	Country: USA	Ticker: CTLT	Proxy Level: 3
Record Date: 09/03/2021	Meeting Type: Annual	Meeting ID: 1579064	
Primary Security ID: 148806102	Primary CUSIP: 148806102	Primary ISIN: US1488061029	Primary SEDOL: BP96PQ4
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,100	*Shares on Loan: 0	Shares Instructed: 1,100	Shares Voted: 1,100

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	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 Michael J. Barber	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director J. Martin Carroll	Mgmt	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 Chiminski	Mgmt	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 Rolf Classon	Mgmt	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 Rosemary A. 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.							
1g	Elect Director John J. Greisch	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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Catalent, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Christa Kreuzburg	Mgmt	Yes	For	For	For	For
<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 T. Lucier	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							
1k	Elect Director Jack Stahl	Mgmt	Yes	For	For	For	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 9.11 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. Annual incentives are primarily performance-based, and long-term equity awards are targeted to be half performance-based and rely on multi-year performance periods.</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>							
5	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. As the company does not currently provide shareholders with the ability to call special meetings, this would represent an enhancement to shareholders' rights.</i>							
6	Amend Certificate of Incorporation 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.</i>							
7	Amend Articles	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Eliminating the 66.67 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/01/2021	Auto-Approved 10/01/2021		1,100	1,100
Total Shares:						1,100	1,100

The Hain Celestial Group, Inc.

Meeting Date: 10/28/2021	Country: USA	Ticker: HAIN	Proxy Level: 3
Record Date: 09/07/2021	Meeting Type: Annual	Meeting ID: 1579215	
Primary Security ID: 405217100	Primary CUSIP: 405217100	Primary ISIN: US4052171000	Primary SEDOL: 2492337

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The Hain Celestial Group, Inc.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 580		*Shares on Loan: 0					
Shares Instructed: 580		Shares Voted: 580					
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Celeste A. Clark	Mgmt	Yes	For	For	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 Dean Hollis	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 Shervin J. Korangy	Mgmt	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 Mark L. Schiller	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Michael B. Sims	Mgmt	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 Glenn W. Welling	Mgmt	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 Dawn M. Zier	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 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	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 7.12 percent of the fees paid to the auditor are for non-audit purposes.							
4	Require Independent Board Chair	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		580	580
			10/08/2021	10/08/2021			
			Total Shares:				

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Chubb Limited

Meeting Date: 11/03/2021	Country: Switzerland	Ticker: CB	Proxy Level: N/A
Record Date: 09/10/2021	Meeting Type: Extraordinary Shareholders	Meeting ID: 1578758	
Primary Security ID: H1467J104	Primary CUSIP: H1467J104	Primary ISIN: CH0044328745	Primary SEDOL: B3BQMF6
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 350	*Shares on Loan: 0	Shares Instructed: 350	Shares Voted: 350

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Ratify Share Repurchase Program	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the proposed share repurchase program is warranted.							
2	Approve CHF 349,339,410 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the proposed share capital reduction is warranted.							
3	Transact Other Business (Voting)	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		350	350
			10/05/2021	10/05/2021			
			Total Shares:				

Square, Inc.

Meeting Date: 11/03/2021	Country: USA	Ticker: SQ	Proxy Level: 5
Record Date: 10/01/2021	Meeting Type: Special	Meeting ID: 1583021	
Primary Security ID: 852234103	Primary CUSIP: 852234103	Primary ISIN: US8522341036	Primary SEDOL: BYNZGK1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 5,648	*Shares on Loan: 0	Shares Instructed: 5,648	Shares Voted: 5,648

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Transaction Agreement	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: The strategic rationale is sound, the merger is expected to be accretive to gross profits and generate synergies, and the market had a strong positive reaction to the merger announcement. As such, support FOR the proposed transaction is warranted.							
2	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		5,648	5,648
			10/22/2021	10/22/2021			

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Tapestry, Inc.

Meeting Date: 11/03/2021	Country: USA	Ticker: TPR	Proxy Level: 3
Record Date: 09/07/2021	Meeting Type: Annual	Meeting ID: 1580557	
Primary Security ID: 876030107	Primary CUSIP: 876030107	Primary ISIN: US8760301072	Primary SEDOL: BF09HX3

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

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 Joanne Crevoiserat	Mgmt	Yes	For	For	For	For
	<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 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>						
1e	Elect Director Hanneke Faber	Mgmt	Yes	For	For	For	For
	<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 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>						
1g	Elect Director Thomas Greco	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Pamela Lifford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	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>						
1j	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 19.48 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. Annual incentives were performance-based and determined by achievement of pre-set goals. Regular performance equity awards were replaced with time-based RSUs due to COVID-19 uncertainty, but performance-based shares will return for FY22.</i>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		40	40
			10/13/2021	10/13/2021			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		83	83
			10/13/2021	10/13/2021			
Total Shares:						123	123

Coty Inc.

Meeting Date: 11/04/2021	Country: USA	Ticker: COTY	Proxy Level: 3
Record Date: 09/10/2021	Meeting Type: Annual	Meeting ID: 1580288	
Primary Security ID: 222070203	Primary CUSIP: 222070203	Primary ISIN: US2220702037	Primary SEDOL: BBBSMJ2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,236	*Shares on Loan: 0	Shares Instructed: 1,236	Shares Voted: 1,236

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
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Beatrice Ballini, Johannes Huth, and Erhard Schoewel, for persistent compensation-related concerns demonstrating poor stewardship of the pay program. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Joachim Creus	Mgmt	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 Nancy G. Ford	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Olivier Goudet	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Peter Harf	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.							
1.6	Elect Director Johannes P. Huth	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent compensation committee members Beatrice Ballini, Johannes Huth, and Erhard Schoewel, for persistent compensation-related concerns demonstrating poor stewardship of the pay program. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Maria Ausuncion Aramburuzabala Larregui	Mgmt	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 Anna Adeola Makanju	Mgmt	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 Sue Y. Nabi	Mgmt	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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Coty Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Isabelle Parize	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Erhard Schoewel	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Beatrice Ballini, Johannes Huth, and Erhard Schoewel, for persistent compensation-related concerns demonstrating poor stewardship of the pay program. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	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>							
1.13	Elect Director Justine Tan	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. Although CEO Nabi is not eligible for additional equity awards and the annual bonus plan during her employment term, her sign-on RSUs of \$280 million represent an extraordinary magnitude. Further concerning is that the awards are entirely time-based and designed to fully vest in less than three years following the grant. Additionally, Nabi is entitled to an outsized base salary valued at approximately \$3.5 million for 2021. This raises concerns with respect to high CEO pay relative to company performance compared to the company's peers, excessive differentials between CEO pay and the pay of other named executive officers, and high CEO pay in relation to company peer group CEO median pay levels. Overall, FY21 pay lacks pre-set performance criteria, as other NEOs' equity awards are also entirely time-based, and the FY21 bonus program was suspended due to the pandemic. Further, another NEO also received a relatively large base salary. Notably, these significant concerns for the year in review follow a multiple years of problematic pay decisions at the company.</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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/22/2021	Auto-Approved 10/22/2021		1,236	1,236
Total Shares:						1,236	1,236

NortonLifeLock Inc.

Meeting Date: 11/04/2021	Country: USA	Ticker: NLOK	Proxy Level: 5
Record Date: 10/13/2021	Meeting Type: Special	Meeting ID: 1582832	
Primary Security ID: 668771108	Primary CUSIP: 668771108	Primary ISIN: US6687711084	Primary SEDOL: BJN4XN5
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 44	*Shares on Loan: 0	Shares Instructed: 44	Shares Voted: 44

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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NortonLifeLock Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: Despite the moderate decline of NLOK shares since the unaffected date and the debt that NLOK shareholders will assume post-transaction, given the solid strategic rationale, substantial expected cost savings, and reasonable valuation, 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 the underlying transaction merits support.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		44	44
			10/25/2021	10/25/2021			
Total Shares:						44	44

Wix.com Ltd.

Meeting Date: 11/08/2021	Country: Israel	Ticker: WIX	Proxy Level: N/A
Record Date: 09/30/2021	Meeting Type: Annual	Meeting ID: 1580137	
Primary Security ID: M98068105	Primary CUSIP: M98068105	Primary ISIN: IL0011301780	Primary SEDOL: BFXCHN7
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 26	*Shares on Loan: 0	Shares Instructed: 26	Shares Voted: 26

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Yuval Cohen 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 Ron Gutler 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>							
1c	Reelect Roy Saar 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	Ratify Appoint of Kost, Forer, Gabbay & Kasierer 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 audit firm and fix their remuneration 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		26	26
			10/08/2021	10/08/2021			
Total Shares:						26	26

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The Estee Lauder Companies Inc.

Meeting Date: 11/12/2021	Country: USA	Ticker: EL	Proxy Level: 3
Record Date: 09/13/2021	Meeting Type: Annual	Meeting ID: 1580522	
Primary Security ID: 518439104	Primary CUSIP: 518439104	Primary ISIN: US5184391044	Primary SEDOL: 2320524

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 72	*Shares on Loan: 0	Shares Instructed: 72	Shares Voted: 72

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rose Marie Bravo	Mgmt	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 Paul J. Fribourg	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.							
1c	Elect Director Jennifer Hyman	Mgmt	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 Barry S. Sternlicht	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. 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 4.65 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, driven by concerns surrounding the CEO's large supplemental equity awards. Although the awards carry performance conditions and an extended vesting period, their magnitude is outsized, and the special PSUs are earned based on a non-rigorous goal of positive cumulative operating income. Further, while annual incentives are based on objective metrics, minimum payouts are guaranteed for FY21 and FY22, a concern that is compounded by the CEO's high STI opportunity.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		72	72
			10/25/2021	10/25/2021			
			Total Shares:				72

Western Digital Corporation

Meeting Date: 11/16/2021	Country: USA	Ticker: WDC	Proxy Level: 3
Record Date: 09/20/2021	Meeting Type: Annual	Meeting ID: 1582794	
Primary Security ID: 958102105	Primary CUSIP: 958102105	Primary ISIN: US9581021055	Primary SEDOL: 2954699

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Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 387	*Shares on Loan: 0	Shares Instructed: 387	Shares Voted: 387

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 Thomas H. Caulfield	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	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>							
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>							
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>							
1i	Elect Director Miyuki Suzuki	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at 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, with caution. Some concerns are raised regarding goal rigor and incomplete goal disclosure in the LTI. In addition, certain NEOs received retention awards that lacked performance vesting criteria. However, short-and long-term incentive programs are primarily performance based. The annual incentive award is based primarily on pre-set objective metrics and the majority of the annual-cycle long-term incentive awarded is composed of performance shares with multi-year goals. In addition, reported CEO pay declined significantly in FY21, following large sign-on awards in FY20, and long-term incentives were earned below target in alignment with financial performance. Nevertheless, shareholders are advised to continue to closely monitor pay program decisions and disclosure going forward.</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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		387	387
			10/25/2021	10/25/2021			
			Total Shares:				387

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The Clorox Company

Meeting Date: 11/17/2021	Country: USA	Ticker: CLX	Proxy Level: 4
Record Date: 09/24/2021	Meeting Type: Annual	Meeting ID: 1583214	
Primary Security ID: 189054109	Primary CUSIP: 189054109	Primary ISIN: US1890541097	Primary SEDOL: 2204026

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

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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 Spencer C. Fleischer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Esther Lee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director A. D. David Mackay	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Paul 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>						
1.7	Elect Director Linda Rendle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Matthew J. Shattock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Kathryn Tesija	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Russell J. Weiner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual incentives are primarily based on pre-set financial goals, and the proportion of performance equity increased from 50 to 60 percent. Although forward-looking LTI performance goals were not disclosed, the company provided a detailed description of the goals and achievements for the closing cycle.</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 3.04 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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The Clorox 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
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	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 enhance board diversity and could potentially give the company meaningful insights into its workplace.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		24	24
			10/27/2021	10/27/2021			
			Total Shares:				24

Performance Food Group Company

Meeting Date: 11/18/2021	Country: USA	Ticker: PFGC	Proxy Level: 3
Record Date: 09/29/2021	Meeting Type: Annual	Meeting ID: 1583506	
Primary Security ID: 71377A103	Primary CUSIP: 71377A103	Primary ISIN: US71377A1034	Primary SEDOL: BYVYD43
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3,549	*Shares on Loan: 0	Shares Instructed: 3,549	Shares Voted: 3,549

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George L. Holm	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Manuel A. Fernandez	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Barbara J. Beck	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director William F. Dawson, 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 Laura Flanagan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Matthew C. Flanigan	Mgmt	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 Kimberly S. Grant	Mgmt	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 Jeffrey M. Overly	Mgmt	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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Performance Food Group Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director David V. Singer	Mgmt	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 Randall N. Spratt	Mgmt	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 Warren M. Thompson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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: 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		3,549	3,549
			11/05/2021	11/05/2021			
			Total Shares:				3,549

ResMed Inc.

Meeting Date: 11/18/2021	Country: USA	Ticker: RMD	Proxy Level: 3
Record Date: 09/21/2021	Meeting Type: Annual	Meeting ID: 1583193	
Primary Security ID: 761152107	Primary CUSIP: 761152107	Primary ISIN: US7611521078	Primary SEDOL: 2732903
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 79	*Shares on Loan: 0	Shares Instructed: 79	Shares Voted: 79

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Michael 'Mick' 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.							
1c	Elect Director Peter Farrell	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 Harjit Gill	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Ronald 'Ron' Taylor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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ResMed Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director John 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>							
1g	Elect Director Desney Tan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.43 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentives were entirely based on objective financial measures and granted equity was entirely performance based.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		79	79
			10/21/2021	10/21/2021			
Total Shares:						79	79

Donaldson Company, Inc.

Meeting Date: 11/19/2021		Country: USA		Ticker: DCI		Proxy Level: 3	
Record Date: 09/20/2021		Meeting Type: Annual		Meeting ID: 1583213		Primary SEDOL: 2276467	
Primary Security ID: 257651109		Primary CUSIP: 257651109		Primary ISIN: US2576511099			
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 746		*Shares on Loan: 0		Shares Instructed: 746		Shares Voted: 746	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher M. Hilger	Mgmt	Yes	For	For	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 J. Owens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Trudy A. Rautio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.12 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Donaldson Company, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		746	746
			10/25/2021	10/25/2021			
			Total Shares:				746

Atlassian Corporation Plc

Meeting Date: 12/02/2021	Country: United Kingdom	Ticker: TEAM	Proxy Level: N/A
Record Date: 10/05/2021	Meeting Type: Annual	Meeting ID: 1585521	
Primary Security ID: G06242104	Primary CUSIP: G06242104	Primary ISIN: GB00BZ09BD16	Primary SEDOL: BZ09BD1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,901	*Shares on Loan: 0	Shares Instructed: 1,901	Shares Voted: 1,901

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
Voting Policy Rationale: A vote FOR the company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.							
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because:- A transaction-related bonus was paid to an Executive Director during the year under review.							
3	Appoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 6.88 percent of the fees paid to the auditor are for non-audit purposes.							
4	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted.							
5	Elect Director Shona L. 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.							
6	Elect Director Michael Cannon-Brookes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
7	Elect Director Scott Farquhar	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
8	Elect Director Heather Mirjahangir Fernandez	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
9	Elect Director Sasan Goodarzi	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
10	Elect Director Jay Parikh	Mgmt	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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Atlassian Corporation Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Elect Director Enrique Salem	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
12	Elect Director Steven Sordello	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
13	Elect Director Richard P. Wong	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
14	Elect Director Michelle Zatlyn	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		1,901	1,901
			11/12/2021	11/12/2021			
			Total Shares:				1,901

Hill-Rom Holdings, Inc.

Meeting Date: 12/02/2021	Country: USA	Ticker: HRC	Proxy Level: 5
Record Date: 10/18/2021	Meeting Type: Special	Meeting ID: 1585854	
Primary Security ID: 431475102	Primary CUSIP: 431475102	Primary ISIN: US4314751029	Primary SEDOL: 2425924
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 444	*Shares on Loan: 0	Shares Instructed: 444	Shares Voted: 444

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: The board's decision to forgo an auction process is a cause for concern, since investors lack market-based evidence that the deal presented in fact represents the best available alternative. That being said, shareholders are receiving a meaningful premium to the all-time price, the valuation appears fair, there is a potential downside risk of non-approval, and the cash consideration provides certainty of value of shareholders. As such, support FOR the proposed transaction is warranted.							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Support FOR the proposal is warranted as the underlying transaction warrants support.							
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company recently amended its executive severance plan to provide for problematic excise tax gross-up entitlements. The company estimates aggregate tax reimbursement payments to NEOs in excess of \$19 million. There is also concern raised by the vesting of outstanding performance-conditioned equity awards, some of which will be earned above the target level without a compelling rationale disclosed.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		444	444
			11/16/2021	11/16/2021			

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

Hill-Rom Holdings, Inc.

Total Shares: 444 444

Apartment Income REIT Corp.

Meeting Date: 12/07/2021	Country: USA	Ticker: AIRC	Proxy Level: 3
Record Date: 10/20/2021	Meeting Type: Annual	Meeting ID: 1587322	
Primary Security ID: 03750L109	Primary CUSIP: 03750L109	Primary ISIN: US03750L1098	Primary SEDOL: BN6QGL5
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 10,284	*Shares on Loan: 0	Shares Instructed: 10,284	Shares Voted: 10,284

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas N. Bohjalian	Mgmt	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 Kristin R. Finney-Cooke	Mgmt	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 Margarita Palau-Hernandez	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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 5.91 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	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.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		10,284	10,284
			11/18/2021	11/18/2021			
			Total Shares:				10,284

Peloton Interactive, Inc.

Meeting Date: 12/07/2021	Country: USA	Ticker: PTON	Proxy Level: 3
Record Date: 10/11/2021	Meeting Type: Annual	Meeting ID: 1586788	
Primary Security ID: 70614W100	Primary CUSIP: 70614W100	Primary ISIN: US70614W1009	Primary SEDOL: BJ7WJS2

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

Peloton Interactive, Inc.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 554		*Shares on Loan: 0					
Shares Instructed: 554		Shares Voted: 554					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jon Callaghan	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Jonathan (Jon) Callaghan and Jay Hoag given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, 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 Jay Hoag	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 incumbent director nominees Jonathan (Jon) Callaghan and Jay Hoag given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, 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 less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST the proposal is warranted. Although TSR performance was strong, CEO pay increased substantially and there are concerns regarding the structure of equity incentives. Equity grants to executives are made entirely in stock options or RSUs, based on executive selection. This structure lacks strong performance conditions, and the proxy did not indicate that the company expects to incorporate performance-conditioned equity in the near future. While stock options only deliver value if the stock price increases, shareholder generally prefer for at least a portion of executive equity awards to require the achievement of pre-set performance goals in order to vest.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		554	554
			11/24/2021	11/24/2021			
			Total Shares:				

HollyFrontier Corporation

Meeting Date: 12/08/2021		Country: USA		Ticker: HFC		Proxy Level: 5	
Record Date: 10/21/2021		Meeting Type: Special		Meeting ID: 1588597			
Primary Security ID: 436106108		Primary CUSIP: 436106108		Primary ISIN: US4361061082		Primary SEDOL: B5VX1H6	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 588		*Shares on Loan: 0		Shares Instructed: 588		Shares Voted: 588	
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: Although HFC shareholders' ownership will be diluted by the proposed share issuance to Sinclair, the strategic rationale for the transaction appears sound, as the combined company would have greater scale and the transaction is expected to be accretive to earnings and free cash flow within the first year. As such, support FOR the proposed issuance is warranted.</i>							

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HollyFrontier Corporation

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: Vote FOR this proposal is warranted in light of support for the underlying transaction.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		588	588
			11/23/2021	11/23/2021			
Total Shares:						588	588

Vail Resorts, Inc.

Meeting Date: 12/08/2021	Country: USA	Ticker: MTN	Proxy Level: 3
Record Date: 10/12/2021	Meeting Type: Annual	Meeting ID: 1586601	
Primary Security ID: 91879Q109	Primary CUSIP: 91879Q109	Primary ISIN: US91879Q1094	Primary SEDOL: 2954194
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 61	*Shares on Loan: 0	Shares Instructed: 61	Shares Voted: 61

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
Voting Policy Rationale: The nominee is employed full-time and sits 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 Robert A. 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.							
1c	Elect Director Kirsten A. Lynch	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Nadia Rawlinson	Mgmt	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 John T. Redmond	Mgmt	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 Michele Romanow	Mgmt	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 Hilary A. Schneider	Mgmt	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 D. Bruce Sewell	Mgmt	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 F. Sorte	Mgmt	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 Peter A. Vaughn	Mgmt	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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Vail Resorts, 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 4.77 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 and no significant concerns were identified at this time.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		61	61
			11/24/2021	11/24/2021			
			Total Shares:				61

Medtronic plc

Meeting Date: 12/09/2021	Country: Ireland	Ticker: MDT	Proxy Level: N/A
Record Date: 10/14/2021	Meeting Type: Annual	Meeting ID: 1573459	
Primary Security ID: G5960L103	Primary CUSIP: G5960L103	Primary ISIN: IE00BTN1Y115	Primary SEDOL: BTN1Y11
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,073	*Shares on Loan: 0	Shares Instructed: 2,073	Shares Voted: 2,073

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Craig Arnold	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Scott C. Donnelly	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For	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 Randall J. Hogan, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Kevin E. Lofton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Geoffrey S. Martha	Mgmt	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 Elizabeth G. Nabel	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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Medtronic plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Denise M. O'Leary	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Kendall J. Powell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.71 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 for the year in review. Performance shares utilize a multi-year period and annual incentives are based entirely on pre-set financial goals.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
6	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>							
7	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>							
8	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 amount and duration are within recommended limits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,073	2,073
			11/11/2021	11/11/2021			
			Total Shares:				

Kansas City Southern

Meeting Date: 12/10/2021	Country: USA	Ticker: KSU	Proxy Level: 5
Record Date: 10/14/2021	Meeting Type: Special	Meeting ID: 1589241	
Primary Security ID: 485170302	Primary CUSIP: 485170302	Primary ISIN: US4851703029	Primary SEDOL: 2607647

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 81		*Shares on Loan: 0		Shares Instructed: 81		Shares Voted: 81	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted in light of the thorough sale process, along with the compelling premium, valuation, and strategic rationale for the transaction.							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While cash severance is double trigger and reasonably based, NEOs are entitled to receive problematic excise tax gross-ups pursuant to new 2021 agreements. Additionally, a majority of time-based equity awards will fully vest in connection with the merger, and performance shares will be converted into cash-based awards at their maximum performance level, without a compelling rationale. Lastly, retention bonuses are sizeable.							
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		81	81
			11/24/2021	11/24/2021			
			Total Shares:				

Madison Square Garden Entertainment Corp.

Meeting Date: 12/10/2021		Country: USA		Ticker: MSGE		Proxy Level: 1	
Record Date: 10/13/2021		Meeting Type: Annual		Meeting ID: 1587094			
Primary Security ID: 55826T102		Primary CUSIP: 55826T102		Primary ISIN: US55826T1025		Primary SEDOL: BM8MM05	
Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 817		*Shares on Loan: 0		Shares Instructed: 817		Shares Voted: 817	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Martin Bandier	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for director nominees Martin Bandier, Joseph Lhota, Frederic Salerno, and John Sykes given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure which adversely impacts shareholder rights.In the absence of a say-on-pay proposal, WITHHOLD votes are further warranted for compensation committee members Martin Bandier, Frederic Salerno, and John Sykes, due to an unmitigated pay-for-performance misalignment.							
1.2	Elect Director Joseph J. Lhota	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for director nominees Martin Bandier, Joseph Lhota, Frederic Salerno, and John Sykes given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure which adversely impacts shareholder rights.In the absence of a say-on-pay proposal, WITHHOLD votes are further warranted for compensation committee members Martin Bandier, Frederic Salerno, and John Sykes, due to an unmitigated pay-for-performance misalignment.							
1.3	Elect Director Joel M. Litvin	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.							

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Madison Square Garden Entertainment Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Frederic V. Salerno	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for director nominees Martin Bandier, Joseph Lhota, Frederic Salerno, and John Sykes given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure which adversely impacts shareholder rights.In the absence of a say-on-pay proposal, WITHHOLD votes are further warranted for compensation committee members Martin Bandier, Frederic Salerno, and John Sykes, due to an unmitigated pay-for-performance misalignment.							
1.5	Elect Director John L. Sykes	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for director nominees Martin Bandier, Joseph Lhota, Frederic Salerno, and John Sykes given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure which adversely impacts shareholder rights.In the absence of a say-on-pay proposal, WITHHOLD votes are further warranted for compensation committee members Martin Bandier, Frederic Salerno, and John Sykes, due to an unmitigated pay-for-performance misalignment.							
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 3.74 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		817	817
			11/24/2021	11/24/2021			
			Total Shares:				817

Viatis Inc.

Meeting Date: 12/10/2021		Country: USA		Ticker: VTRS		Proxy Level: 3	
Record Date: 10/21/2021		Meeting Type: Annual		Meeting ID: 1588496			
Primary Security ID: 92556V106		Primary CUSIP: 92556V106		Primary ISIN: US92556V1061		Primary SEDOL: BMWS3X9	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 20		*Shares on Loan: 0		Shares Instructed: 20		Shares Voted: 20	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Neil Dimick	Mgmt	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 Michael Goettler	Mgmt	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 Ian Read	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.							
1D	Elect Director Pauline van der Meer Mohr	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee has demonstrated only a limited degree of responsiveness to last year's low say-on-pay vote result. Given the lack of disclosed shareholder feedback leading to the low vote result, it is not clear whether recent pay program changes adequately address shareholder concerns. In addition, the Executive Chairman received an excessive cash bonus of \$10 million in connection with the transaction, and other executives are entitled to relatively large cash retention awards which lack performance conditions. Close monitoring is warranted regarding the potential for problematic severance payments under the company's employment agreement with the Executive Chairman, as it is unclear whether the agreement entitles Coury to severance payments if he declines to extend the agreement and resigns at the end of the employment term.							
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.							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 16.39 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		20	20
			11/29/2021	11/29/2021			
			Total Shares:				20

Meeting Date: 12/13/2021	Country: USA	Ticker: CSCO	Proxy Level: 3
Record Date: 10/15/2021	Meeting Type: Annual	Meeting ID: 1586802	
Primary Security ID: 17275R102	Primary CUSIP: 17275R102	Primary ISIN: US17275R1023	Primary SEDOL: 2198163
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 5,622	*Shares on Loan: 0	Shares Instructed: 5,622	Shares Voted: 5,622

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 Wesley G. Bush	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Michael D. Capellas	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 Mark Garrett	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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Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director John D. Harris, II	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	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.						
1h	Elect Director Charles H. Robbins	Mgmt	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 Brenton L. Saunders	Mgmt	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 Lisa T. Su	Mgmt	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 Marianna Tessel	Mgmt	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 relatively aligned for the year in review. The majority of the long-term incentive program remains performance-based and the majority of annual incentives for the year in review were based on financial goals, indicating an alignment between CEO pay and company performance. Moreover, performance equity utilizes a multi-year measurement period.						
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	Amend Proxy Access Right	SH	Yes	Against	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the company's proxy access right for shareholders while maintaining safeguards in the nomination process.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		5,422	5,422
			11/19/2021	11/19/2021			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		200	200
			11/19/2021	11/19/2021			
Total Shares:						5,622	5,622

BridgeBio Pharma, Inc.

Meeting Date: 12/15/2021	Country: USA	Ticker: BBIO	Proxy Level: 3
Record Date: 11/15/2021	Meeting Type: Special	Meeting ID: 1590020	
Primary Security ID: 10806X102	Primary CUSIP: 10806X102	Primary ISIN: US10806X1028	Primary SEDOL: BK1KWG8

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

BridgeBio Pharma, Inc.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 1,271		*Shares on Loan: 0					
Shares Instructed: 1,271		Shares Voted: 1,271					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Ratify Equity Awards Granted to Directors Under the Director Compensation Policy	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, given that prior director awards were outsized, without compelling rationale. The company conditioned certain positive changes to the 2019 incentive plan on shareholder approval of this proposal; nevertheless, those changes do not mitigate concerns regarding the grant magnitude of director awards previously made. Further, investors should have the opportunity to vote on the positive changes to the equity plan without tying those amendments to ratification of previously awarded outsized equity grants.							
2	Amend Non-Employee Director Compensation Policy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. While pay for non-employee directors has been relatively high, the proposed amendments to the non-employee director compensation policy will substantially reduce the magnitude of director pay going forward. Further, sufficient positive qualitative features have been identified.							
3	Adjourn Meeting	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as Item 1 does not merit support.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,271	1,271
			12/03/2021	12/03/2021			
Total Shares:						1,271	1,271

Thor Industries, Inc.

Meeting Date: 12/17/2021		Country: USA		Ticker: THO		Proxy Level: 3	
Record Date: 10/18/2021		Meeting Type: Annual		Meeting ID: 1589139			
Primary Security ID: 885160101		Primary CUSIP: 885160101		Primary ISIN: US8851601018		Primary SEDOL: 2889876	
Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 324		*Shares on Loan: 0		Shares Instructed: 324		Shares Voted: 324	
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	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 Christina Hennington	Mgmt	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 Amelia A. Huntington	Mgmt	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 Laurel Hurd	Mgmt	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 Wilson 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.							

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Thor Industries, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director William J. Kelley, 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.							
1.7	Elect Director Christopher Klein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Robert W. 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.							
1.9	Elect Director Peter B. Orthwein	Mgmt	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 James L. Ziemer	Mgmt	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 13.07 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.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		324	324
			12/07/2021	12/07/2021			
			Total Shares:				324

Zscaler, Inc.

Meeting Date: 01/05/2022	Country: USA	Ticker: ZS	Proxy Level: 3
Record Date: 11/10/2021	Meeting Type: Annual	Meeting ID: 1593766	
Primary Security ID: 98980G102	Primary CUSIP: 98980G102	Primary ISIN: US98980G1022	Primary SEDOL: BZ00V34
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 36	*Shares on Loan: 0	Shares Instructed: 36	Shares Voted: 36

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Karen Blasing	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Karen Blasing and Charles Giancarlo 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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Charles Giancarlo	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for incumbent director nominees Karen Blasing and Charles Giancarlo 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.							
1.3	Elect Director Eileen Naughton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, driven by concerns surrounding the CEO's equity awards. While the awards are entirely performance-based, they utilize the same financial metrics as the annual incentive plan, are measured over a one-year performance period, and lack disclosure of both targets and actual performance. While the same target number of PSUs was granted as in the previous year, the CEO's FY21 equity grant value was substantially larger than the median total pay of both ISS' and the company's selected peers. Most other NEOs' equity awards were only subject to time-based vesting.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		36	36
			12/22/2021	12/22/2021			
			Total Shares:				36

Micron Technology, Inc.

Meeting Date: 01/13/2022	Country: USA	Ticker: MU	Proxy Level: 3
Record Date: 11/19/2021	Meeting Type: Annual	Meeting ID: 1595163	
Primary Security ID: 595112103	Primary CUSIP: 595112103	Primary ISIN: US5951121038	Primary SEDOL: 2588184
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,093	*Shares on Loan: 0	Shares Instructed: 2,093	Shares Voted: 2,093

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Lynn A. Dugle	Mgmt	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 Steven J. Gomo	Mgmt	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 Linnie Haynesworth	Mgmt	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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Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Mary Pat McCarthy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Sanjay Mehrotra	Mgmt	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 E. Switz	Mgmt	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 MaryAnn Wright	Mgmt	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;- 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.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 20.20 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,093	2,093
			12/23/2021	12/23/2021			
			Total Shares:				

Intuit Inc.

Meeting Date: 01/20/2022	Country: USA	Ticker: INTU	Proxy Level: 3
Record Date: 11/22/2021	Meeting Type: Annual	Meeting ID: 1593799	
Primary Security ID: 461202103	Primary CUSIP: 461202103	Primary ISIN: US4612021034	Primary SEDOL: 2459020
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,702	*Shares on Loan: 0	Shares Instructed: 1,702	Shares Voted: 1,702

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Scott D. Cook	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Richard L. Dalzell	Mgmt	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 Sasan K. Goodarzi	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Deborah 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.							
1f	Elect Director Tekedra Mawakana	Mgmt	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 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.							
1h	Elect Director Dennis D. Powell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Brad D. Smith	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Thomas Szkutak	Mgmt	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 Raul Vazquez	Mgmt	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 Jeff 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.							
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. The annual incentive plan was sufficiently performance based with awards primarily determined by pre-set financial metrics. Moreover, nearly half of the long-term incentive award is performance-based and utilizes a multi-year performance period.							
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 3.59 percent of the fees paid to the auditor are for non-audit purposes.							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		1,702	1,702
			01/04/2022	01/04/2022			
Total Shares:						1,702	1,702

Meeting Date: 01/24/2022	Country: USA	Ticker: AZTA	Proxy Level: 3
Record Date: 12/03/2021	Meeting Type: Annual	Meeting ID: 1597758	
Primary Security ID: 114340102	Primary CUSIP: 114340102	Primary ISIN: US1143401024	Primary SEDOL: 2145460

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 1,321		*Shares on Loan: 0		Shares Instructed: 1,321		Shares Voted: 1,321	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank E. Casal	Mgmt	Yes	For	For	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 Robyn C. Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Joseph R. Martin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Erica J. 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>						
1.5	Elect Director Krishna G. Palepu	Mgmt	Yes	For	For	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 Rosenblatt	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 Stephen S. Schwartz	Mgmt	Yes	For	For	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 Alfred Woollacott, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director 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>						
1.10	Elect Director Ellen M. Zane	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned 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 1.16 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 01/04/2022	Auto-Approved 01/04/2022		1,321	1,321
Total Shares:						1,321	1,321

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Becton, Dickinson and Company

Meeting Date: 01/25/2022	Country: USA	Ticker: BDX	Proxy Level: 3
Record Date: 12/06/2021	Meeting Type: Annual	Meeting ID: 1597921	
Primary Security ID: 075887109	Primary CUSIP: 075887109	Primary ISIN: US0758871091	Primary SEDOL: 2087807

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 602	*Shares on Loan: 0	Shares Instructed: 602	Shares Voted: 602

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Catherine M. Burzik	Mgmt	Yes	For	For	For	For
	<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 Carrie L. Byington	Mgmt	Yes	For	For	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. 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>						
1.4	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>						
1.5	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>						
1.6	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>						
1.7	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>						
1.8	Elect Director David F. Melcher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director 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>						
1.10	Elect Director Claire Pomeroy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Timothy M. Ring	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	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 4.92 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: A vote FOR this proposal is warranted, with caution, as the committee demonstrated adequate responsiveness to shareholder concerns following last year's low say-on-pay vote result. Shareholders' primary concern related to the granting of supplemental awards to certain employees, not including the CEO, to address the lost value of previously granted performance shares. In response, the committee states that it will only consider making similar awards under exceptional circumstances after first consulting with its larger shareholders. However, it remains unclear from this disclosure what may be considered as an exceptional circumstance, or how frequently the committee would consider making one-time awards, and continued close monitoring of equity grant practices is warranted.</i>						

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Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		602	602
			01/12/2022	01/12/2022			
Total Shares:						602	602

Hormel Foods Corporation

Meeting Date: 01/25/2022	Country: USA	Ticker: HRL	Proxy Level: 3
Record Date: 12/03/2021	Meeting Type: Annual	Meeting ID: 1597620	
Primary Security ID: 440452100	Primary CUSIP: 440452100	Primary ISIN: US4404521001	Primary SEDOL: 2437264
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 382	*Shares on Loan: 0	Shares Instructed: 382	Shares Voted: 382

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Gary C. Bhojwani	Mgmt	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 Terrell K. Crews	Mgmt	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 Stephen M. Lacy	Mgmt	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 Elsa A. Murano	Mgmt	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 Susan K. Nestegard	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director William A. Newlands	Mgmt	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 Christopher J. Policinski	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Jose Luis Prado	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Sally J. 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.							

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Hormel Foods Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director James P. Snee	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1l	Elect Director Steven A. White	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 11.46 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:- 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.							
4	Report on Public Health Impacts of Antibiotic Use in Product Supply Chain	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		382	382
			01/05/2022	01/05/2022			
			Total Shares:				382

Visa Inc.

Meeting Date: 01/25/2022	Country: USA	Ticker: V	Proxy Level: 3
Record Date: 11/26/2021	Meeting Type: Annual	Meeting ID: 1595316	
Primary Security ID: 92826C839	Primary CUSIP: 92826C839	Primary ISIN: US92826C8394	Primary SEDOL: B2PZN04
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 6,245	*Shares on Loan: 0	Shares Instructed: 6,245	Shares Voted: 6,245

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.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 Linda J. 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.							
1j	Elect Director Maynard G. Webb, 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	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- High CEO pay relative to company performance compared to the company s peers.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.17 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		6,105	6,105
			12/28/2021	12/28/2021			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		140	140
			12/28/2021	12/28/2021			
Total Shares:						6,245	6,245

D.R. Horton, Inc.

Meeting Date: 01/26/2022		Country: USA		Ticker: DHI		Proxy Level: 3	
Record Date: 11/30/2021		Meeting Type: Annual		Meeting ID: 1598486			
Primary Security ID: 23331A109		Primary CUSIP: 23331A109		Primary ISIN: US23331A1097		Primary SEDOL: 2250687	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 243		*Shares on Loan: 0		Shares Instructed: 243		Shares Voted: 243	
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	For	For

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D.R. Horton, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Barbara K. 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.						
1c	Elect Director Brad S. 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.						
1d	Elect Director Michael R. Buchanan	Mgmt	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 S. Carson, Sr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Michael W. Hewatt	Mgmt	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 Maribess L. 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.						
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. Total pay for the CEO and chairman increased due to annual incentive payouts under a plan that does not provide for meaningful pay caps. As a result, the pay magnitude for Chairman Horton was almost four times that of the median pay to CEOs amongst the company's peers and continues to exceed that of the CEO.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		243	243
			01/04/2022	01/04/2022			
			Total Shares:				243

Walgreens Boots Alliance, Inc.

Meeting Date: 01/27/2022		Country: USA		Ticker: WBA		Proxy Level: 3	
Record Date: 11/29/2021		Meeting Type: Annual		Meeting ID: 1596387			
Primary Security ID: 931427108		Primary CUSIP: 931427108		Primary ISIN: US9314271084		Primary SEDOL: BTN1Y44	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 670		*Shares on Loan: 0		Shares Instructed: 670		Shares Voted: 670	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	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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Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	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>						
1c	Elect Director Rosalind G. Brewer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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	Against	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result. 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	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 Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result. 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	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 Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result. 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	Against	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result. There is gender and racial 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. In response to last year's failed say-on-pay vote, the proxy included disclosure regarding feedback received from shareholders. However, disclosure of engagement efforts was incomplete and, more concerning, the pay program changes did not fully address the most prominent shareholder concern regarding the use of positive discretion to increase 2020 closing cycle LTI earnouts. In addition, a mitigated pay-for-performance misalignment exists for the year in review. The annual bonus was based on pre-set objective metrics with clear disclosure regarding the payout structure, targets, and actual performance, though a concern is noted regarding the use of an individual performance modifier, particularly given shareholder feedback regarding the use of positive discretion. The long-term incentive program is half performance-conditioned equity, which utilizes a multi-year performance period. Though forward-looking targets were not disclosed, these goals are disclosed retroactively at the end of the 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 18.32 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	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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Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.</i>							
6	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Yes	Against	Against	For	For
<i>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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/04/2022	Auto-Approved 01/04/2022		670	670
Total Shares:						670	670

Amdocs Limited

Meeting Date: 01/28/2022	Country: Guernsey	Ticker: DOX	Proxy Level: N/A
Record Date: 11/30/2021	Meeting Type: Annual	Meeting ID: 1598797	
Primary Security ID: G02602103	Primary CUSIP: G02602103	Primary ISIN: GB0022569080	Primary SEDOL: 2256908
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 358	*Shares on Loan: 0	Shares Instructed: 358	Shares Voted: 358

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert A. Minicucci	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</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	Against	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee.</i>							
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>							

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Amdocs Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Shuky Sheffer	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.10	Elect Director Yvette Kanouff	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.							
1.11	Elect Director Sarah Ruth Davis	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
2	Approve an Increase in the Quarterly Cash Dividend Rate	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted as this is a routine request and no concerns have been identified.							
3	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
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.							
4	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		358	358
			01/04/2022	01/04/2022			
Total Shares:						358	358

CyrusOne Inc.

Meeting Date: 02/01/2022	Country: USA	Ticker: CONE	Proxy Level: 5
Record Date: 12/23/2021	Meeting Type: Special	Meeting ID: 1600040	
Primary Security ID: 23283R100	Primary CUSIP: 23283R100	Primary ISIN: US23283R1005	Primary SEDOL: B7YRLH9
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 162	*Shares on Loan: 0	Shares Instructed: 162	Shares Voted: 162

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Given the premium to the shares' all-time closing high, the reasonable sale process, and the cash form of consideration, which provides certainty of value, support FOR the transaction is warranted.							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While NEOs' cash severance is double trigger and reasonably based, equity awards are subject to single-trigger vesting, and the performance-based equity awards will be deemed earned at maximum performance without a clear, compelling rationale disclosed in the proxy. Additionally, certain NEOs' retention bonuses are sizable and have a relatively short retention requirement.							

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CyrusOne 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: Support FOR this proposal is warranted, as the underlying transaction merits support.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		162	162
			01/13/2022	01/13/2022			
Total Shares:						162	162

Air Products and Chemicals, Inc.

Meeting Date: 02/03/2022	Country: USA	Ticker: APD	Proxy Level: 3
Record Date: 12/07/2021	Meeting Type: Annual	Meeting ID: 1597603	
Primary Security ID: 009158106	Primary CUSIP: 009158106	Primary ISIN: US0091581068	Primary SEDOL: 2011602
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 37	*Shares on Loan: 0	Shares Instructed: 37	Shares Voted: 37

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles I. Cogut	Mgmt	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 Lisa A. Davis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	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 H. Y. Ho	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 Edward L. Monser	Mgmt	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 Matthew H. Paull	Mgmt	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 Wayne T. 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.							
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. The annual incentives were based on a pre-set objective metric, and the long-term equity awards were primarily performance-conditioned.							
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 1.35 percent of the fees paid to the auditor are for non-audit purposes.							

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Air Products and Chemicals, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		37	37
			01/13/2022	01/13/2022			
			Total Shares:				37

Atmos Energy Corporation

Meeting Date: 02/09/2022	Country: USA	Ticker: ATO	Proxy Level: 3
Record Date: 12/13/2021	Meeting Type: Annual	Meeting ID: 1598048	
Primary Security ID: 049560105	Primary CUSIP: 049560105	Primary ISIN: US0495601058	Primary SEDOL: 2315359
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,477	*Shares on Loan: 0	Shares Instructed: 2,477	Shares Voted: 2,477

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Kim R. Cocklin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Kelly H. Compton	Mgmt	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 Sean Donohue	Mgmt	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 Rafael G. Garza	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Richard K. Gordon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Nancy K. Quinn	Mgmt	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 Richard A. Sampson	Mgmt	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 Diana J. Walters	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 Frank Yoho	Mgmt	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 6.64 percent of the fees paid to the auditor are for non-audit purposes.							

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Atmos 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
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Furthermore, granted equity is half performance-based and the annual incentive is based entirely on an objective financial metric.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,477	2,477
			01/18/2022	01/18/2022			
					Total Shares:	2,477	2,477

Sea Ltd. (Singapore)

Meeting Date: 02/14/2022	Country: Cayman Islands	Ticker: SE	Proxy Level: N/A
Record Date: 01/14/2022	Meeting Type: Annual	Meeting ID: 1600654	
Primary Security ID: 81141R100	Primary CUSIP: 81141R100	Primary ISIN: US81141R1005	Primary SEDOL: BYWD7L4
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 4,990	*Shares on Loan: 0	Shares Instructed: 4,990	Shares Voted: 4,990

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles of Association	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed amendment would further perpetuate a dual-class capital structure with disparate voting rights that is not generally in the best interests of minority shareholders.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		4,990	4,990
			01/25/2022	01/25/2022			
					Total Shares:	4,990	4,990

Deere & Company

Meeting Date: 02/23/2022	Country: USA	Ticker: DE	Proxy Level: 3
Record Date: 12/31/2021	Meeting Type: Annual	Meeting ID: 1601181	
Primary Security ID: 244199105	Primary CUSIP: 244199105	Primary ISIN: US2441991054	Primary SEDOL: 2261203

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Total Ballots: 1 **Voting Policy: UUA**
Votable Shares: 201 ***Shares on Loan: 0** **Shares Instructed: 201** **Shares Voted: 201**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	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>						
1c	Elect Director Alan C. Heuberger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Charles O. Holliday, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director 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>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. STI and LTI are primarily performance-based, LTI rely on multiyear performance periods, 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 less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Approve Non-Employee Director Restricted Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The shareholder value transfer appears to be within a reasonable range;- The plan does not allow for repricing of stock options without prior shareholder approval; and- The equity burn rate is reasonable.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		201	201
			01/27/2022	01/27/2022			
			Total Shares:				201

Raymond James Financial, Inc.

Meeting Date: 02/24/2022	Country: USA	Ticker: RJF	Proxy Level: 3
Record Date: 12/22/2021	Meeting Type: Annual	Meeting ID: 1601818	
Primary Security ID: 754730109	Primary CUSIP: 754730109	Primary ISIN: US7547301090	Primary SEDOL: 2718992
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 669	*Shares on Loan: 0	Shares Instructed: 669	Shares Voted: 669

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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.							
1b	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.							
1c	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.							
1d	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.							
1e	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.							
1f	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.							
1g	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.							
1h	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.							
1i	Elect Director Paul C. Reilly	Mgmt	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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Raymond James Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Raj Seshadri	Mgmt	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 Susan N. Story	Mgmt	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: This proposal warrants a vote FOR. 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.							
3a	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the request is below the allowable increase and there are no substantial concerns about the company's past use of shares.							
3b	Revise Certain Provisions Governing Capital Stock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amendments are housekeeping in nature and would not result in a diminishment of shareholder rights.							
3c	Amend Articles of Incorporation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amendments are housekeeping in nature and would not result in a diminishment of shareholder rights.							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 9.38 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		669	669
			02/07/2022	02/07/2022			
			Total Shares:				

Colfax Corporation

Meeting Date: 02/28/2022	Country: USA	Ticker: CFX	Proxy Level: 2
Record Date: 01/10/2022	Meeting Type: Special	Meeting ID: 1602766	
Primary Security ID: 194014106	Primary CUSIP: 194014106	Primary ISIN: US1940141062	Primary SEDOL: B2RB4W9
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 601	*Shares on Loan: 0	Shares Instructed: 601	Shares Voted: 601

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reverse Stock Split	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the number of authorized shares would be proportionally reduced following the reverse stock split.							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as Item 1 merits shareholder support.							

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		601	601
			02/07/2022	02/07/2022			
			Total Shares:				601

Warner Music Group Corp.

Meeting Date: 02/28/2022	Country: USA	Ticker: WMG	Proxy Level: 1
Record Date: 01/06/2022	Meeting Type: Annual	Meeting ID: 1602429	
Primary Security ID: 934550203	Primary CUSIP: 934550203	Primary ISIN: US9345502036	Primary SEDOL: BLGJ610
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 9,940	*Shares on Loan: 0	Shares Instructed: 9,940	Shares Voted: 9,940

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Cooper	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Lincoln Benet	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 Alex Blavatnik	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.							
1d	Elect Director Len Blavatnik	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Mathias Dopfner	Mgmt	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 Nancy Dubuc	Mgmt	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 Noreena Hertz	Mgmt	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 Ynon Kreiz	Mgmt	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 Ceci Kurzman	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 Michael Lynton	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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Warner Music Group Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Donald A. Wagner	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.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 4.30 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		9,940	9,940
			02/08/2022	02/08/2022			
Total Shares:						9,940	9,940

Nordson Corporation

Meeting Date: 03/01/2022		Country: USA		Ticker: NDSN		Proxy Level: 3	
Record Date: 01/03/2022		Meeting Type: Annual		Meeting ID: 1603324			
Primary Security ID: 655663102		Primary CUSIP: 655663102		Primary ISIN: US6556631025		Primary SEDOL: 2641838	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 43		*Shares on Loan: 0		Shares Instructed: 43		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Jennifer A. Parmentier	Mgmt	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 Victor L. Richey, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as 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. Annual incentives are entirely performance-based and long-term performance awards utilize multi-year performance periods. Rationale and details for the modification to the FY20 performance shares metrics were fully disclosed and the one-time retention equity award is modest and entirely performance-based.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		43	43
			02/08/2022	02/08/2022			
Total Shares:						43	43

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Meeting Date: 03/01/2022	Country: USA	Ticker: TTEK	Proxy Level: 3
Record Date: 01/03/2022	Meeting Type: Annual	Meeting ID: 1602804	
Primary Security ID: 88162G103	Primary CUSIP: 88162G103	Primary ISIN: US88162G1031	Primary SEDOL: 2883890

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 926	*Shares on Loan: 0	Shares Instructed: 926	Shares Voted: 926

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
Voting Policy Rationale: The board does not include at least one minority director.							
1b	Elect Director Gary R. Birkenbeuel	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.							
1c	Elect Director J. Christopher Lewis	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.							
1d	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.							
1e	Elect Director Kimberly E. Ritrievi	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.							
1f	Elect Director J. Kenneth Thompson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.The nominee is employed full-time and sits on boards at more than 2 public companies.							
1g	Elect Director Kirsten M. Volpi	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		926	926
			02/10/2022	02/10/2022			
			Total Shares:				

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

MACOM Technology Solutions Holdings, Inc.

Meeting Date: 03/03/2022	Country: USA	Ticker: MTSI	Proxy Level: 3
Record Date: 01/06/2022	Meeting Type: Annual	Meeting ID: 1602278	
Primary Security ID: 55405Y100	Primary CUSIP: 55405Y100	Primary ISIN: US55405Y1001	Primary SEDOL: B5B15Y5
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,359	*Shares on Loan: 0	Shares Instructed: 2,359	Shares Voted: 2,359

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Chung	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.							
1.2	Elect Director Geoffrey Ribar	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.							
1.3	Elect Director Gil VanLunsen	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.							
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 has demonstrated sufficient responsiveness to shareholder concerns contributing to the low vote for the 2021 say-on-pay proposal and implemented positive changes to the pay program to address their feedback. In addition, although a concern is noted, pay and performance are reasonably aligned at this time.							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 13.97 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		2,359	2,359
			02/11/2022	02/11/2022			
			Total Shares:				

Apple Inc.

Meeting Date: 03/04/2022	Country: USA	Ticker: AAPL	Proxy Level: 3
Record Date: 01/03/2022	Meeting Type: Annual	Meeting ID: 1601071	
Primary Security ID: 037833100	Primary CUSIP: 037833100	Primary ISIN: US0378331005	Primary SEDOL: 2046251
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 296	*Shares on Loan: 0	Shares Instructed: 296	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Tim Cook	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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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 Alex Gorsky	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1f	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>						
1g	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>						
1h	Elect Director Ron Sugar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	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 18.85 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	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, due to concerns around equity award design and pay magnitude. While the CEO's FY21 equity award marks his first LTI award since his mega award 10 years ago, half of the \$75 million award is purely time-based, and the award would continue to vest in full in the event of his retirement. Further, the company does not disclose that the award is intended to cover multiple years of future awards, despite its large size, and CEO Cook received another sizable grant of equity after the end of the fiscal year. In addition, notwithstanding that Apple is the largest company in its peer group, other NEOs consistently receive equity awards with values that approach the median total CEO pay of peers, and CEO Cook's relatively high base salary contributes to significant STI payout 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	Amend Articles of Incorporation to become a Social Purpose 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 on its environmental and social goals.</i>						
6	Approve Revision of Transparency Reports	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the company's policies and processes regarding freedom of expression and access to information would help shareholders gauge the company's management of related reputational risk.</i>						
7	Report on Forced Labor	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as increased transparency on Apple's supply chain policies and processes could help alleviate growing risks related to manufacturing in certain regions.</i>						
8	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>						

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Apple Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Report on Civil Rights Audit	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Apple's efforts to address the issue of any inequality in its workforce and its management of related risks.							
10	Report on Concealment Clauses	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Apple's employees may bring information to light that could result in improved recruitment, development and retention and could help the company prepare for pending federal legislation on the matter.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		72	72
			02/16/2022	02/16/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		224	224
			02/16/2022	02/16/2022			
Total Shares:						296	296

The AZEK Company Inc.

Meeting Date: 03/08/2022	Country: USA	Ticker: AZEK	Proxy Level: 4
Record Date: 01/11/2022	Meeting Type: Annual	Meeting ID: 1603651	
Primary Security ID: 05478C105	Primary CUSIP: 05478C105	Primary ISIN: US05478C1053	Primary SEDOL: BKPVG43
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 8,210	*Shares on Loan: 0	Shares Instructed: 8,210	Shares Voted: 8,210

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fumbi Chima	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Brian Spaly	Mgmt	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 6.81 percent of the fees paid to the auditor are for non-audit purposes.							
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.							
4	Eliminate Supermajority Voting Requirements	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.							

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The AZEK Company Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	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.							
6	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable matching contribution, and has limits on employee contributions.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		8,210	8,210
			02/18/2022	02/18/2022			
			Total Shares:				8,210

Analog Devices, Inc.

Meeting Date: 03/09/2022	Country: USA	Ticker: ADI	Proxy Level: 3
Record Date: 01/03/2022	Meeting Type: Annual	Meeting ID: 1603197	
Primary Security ID: 032654105	Primary CUSIP: 032654105	Primary ISIN: US0326541051	Primary SEDOL: 2032067
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,160	*Shares on Loan: 0	Shares Instructed: 1,160	Shares Voted: 1,160

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ray Stata	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Vincent Roche	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director James A. Champy	Mgmt	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 Anantha P. Chandrakasan	Mgmt	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 Tunc Doluca	Mgmt	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 Bruce R. Evans	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 Edward H. Frank	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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Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	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>							
1i	Elect Director Karen M. Golz	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 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>							
1k	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>							
1l	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, with caution. A large increase in CEO pay was due to a sizable special grant of performance options in FY21. While there is some concern regarding the large value of the award, it is entirely contingent on achievement of pre-set share price hurdles. The proxy also includes a robust description of the compensation committee's rationale as well as a statement that they do not intend to grant the CEO an additional special award during the performance period of this award. Additionally, although there are some goal rigor concerns, annual incentives are entirely based on pre-set financial metrics. Further, half of regular annual equity grants include performance conditions, which utilize a multi-year performance period. Although the overall pay program is sufficiently performance-based, ongoing monitoring of pay outcomes and practices are warranted.</i>							
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that:- The purchase price is reasonable;- The number of shares reserved is reasonable; and- The offering period is within the limits prescribed by Section 432 of the Internal Revenue Code.</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 28.93 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/15/2022	Auto-Approved 02/15/2022		1,160	1,160
Total Shares:						1,160	1,160

Johnson Controls International plc

Meeting Date: 03/09/2022	Country: Ireland	Ticker: JCI	Proxy Level: N/A
Record Date: 01/06/2022	Meeting Type: Annual	Meeting ID: 1603351	
Primary Security ID: G51502105	Primary CUSIP: G51502105	Primary ISIN: IE00BY7QL619	Primary SEDOL: BY7QL61

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

Total Ballots: 1			Voting Policy: UUA				
Votable Shares: 808		*Shares on Loan: 0		Shares Instructed: 808		Shares Voted: 808	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean Blackwell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Pierre Cohade	Mgmt	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 E. Daniels	Mgmt	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 W. Roy Dunbar	Mgmt	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 Gretchen R. Haggerty	Mgmt	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 Simone Menne	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 George R. Oliver	Mgmt	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 Jurgen Tinggren	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Mark Vergnano	Mgmt	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 R. David Yost	Mgmt	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 John D. Young	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 14.29 percent of the fees paid to the auditor are for non-audit purposes.							
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.							
3	Authorize Market Purchases of Company Shares	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the terms of the repurchase program are reasonable and all shareholders would have the opportunity to participate, and as there are no company-specific concerns relating to the board's authority to conduct open-market repurchases.							
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.							

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Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns are noted, pay and performance are reasonably aligned at this time.</i>							
6	Approve the Directors' Authority to Allot Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		808	808
			02/18/2022	02/18/2022			
Total Shares:						808	808

QUALCOMM Incorporated

Meeting Date: 03/09/2022		Country: USA		Ticker: QCOM		Proxy Level: 3	
Record Date: 01/10/2022		Meeting Type: Annual		Meeting ID: 1603151			
Primary Security ID: 747525103		Primary CUSIP: 747525103		Primary ISIN: US7475251036		Primary SEDOL: 2714923	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 56		*Shares on Loan: 0		Shares Instructed: 56		Shares Voted: 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 Cristiano R. Amon	Mgmt	Yes	For	For	For	For
<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 Fields	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							
1e	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>							
1f	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>							

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QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Mark D. McLaughlin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Jamie S. Miller	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Irene B. Rosenfeld	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Kornelis (Neil) Smit	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Jean-Pascal Tricoire	Mgmt	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 Anthony J. Vinciguerra	Mgmt	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 3.89 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time and a majority of annual and long-term incentives are based on pre-set financial metrics.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		56	56
			02/18/2022	02/18/2022			
			Total Shares:				56

The Walt Disney Company

Meeting Date: 03/09/2022	Country: USA	Ticker: DIS	Proxy Level: 3
Record Date: 01/10/2022	Meeting Type: Annual	Meeting ID: 1602923	
Primary Security ID: 254687106	Primary CUSIP: 254687106	Primary ISIN: US2546871060	Primary SEDOL: 2270726
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,843	*Shares on Loan: 0	Shares Instructed: 2,843	Shares Voted: 2,843

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan E. Arnold	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Mary T. Barra	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 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>						
1e	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>						
1f	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>						
1g	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>						
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 Calvin R. 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>						
1j	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>						
1k	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 8.90 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. Meaningful improvements were made to address shareholders' concerns following last year's low say-on-pay vote, including the elimination of duplicate performance metrics in the STI and LTI programs in FY21 and an increased emphasis on performance-conditioned equity awards for NEOs in FY22. Additionally, highly paid Executive Chairman Iger retired at the end of FY21, alleviating concerns regarding duplicative high pay levels for the CEO and executive chairman roles. For the year in review, pay and performance were reasonably aligned, with CEO Chapek's pay levels generally set below his predecessor's compensation. Nevertheless, certain concerns are raised regarding goal-setting that warrant continued monitoring. In the annual incentive program, two financial targets were set well below actual performance in the prior year, without corresponding reductions to payout opportunities. In addition, improved disclosure would benefit shareholders, as a portion of long-term incentives also use undisclosed annual ROIC targets.</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 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	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 threshold to call special meetings would enhance the rights of shareholders.</i>						
6	Report on Human Rights Due Diligence	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as increased transparency on Disney's supply chain policies and processes could help alleviate growing risks related to manufacturing and operations in certain regions.</i>						

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The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Report on Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.							
8	Report on Workplace Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company provides sufficient information for shareholders to assess any reverse discrimination effect the company s training materials or procedures may be having.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,843	2,843
			02/25/2022	02/25/2022			
Total Shares:						2,843	2,843

Hologic, Inc.

Meeting Date: 03/10/2022		Country: USA		Ticker: HOLX		Proxy Level: 3	
Record Date: 01/11/2022		Meeting Type: Annual		Meeting ID: 1603115			
Primary Security ID: 436440101		Primary CUSIP: 436440101		Primary ISIN: US4364401012		Primary SEDOL: 2433530	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 773		*Shares on Loan: 0		Shares Instructed: 773		Shares Voted: 773	
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Sally W. Crawford	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Charles J. Dockendorff	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Scott T. Garrett	Mgmt	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 Ludwig N. Hantson	Mgmt	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 Namal Nawana	Mgmt	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 Christiana Stamoulis	Mgmt	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 M. Wendell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the compensation committee demonstrated limited responsiveness to last year's low say-on-pay vote result. Although the company disclosed engagement efforts, certain feedback received from shareholders, and addressed one area of concern expressed by shareholders through certain changes to the LTI program, feedback surrounding two other areas of concern a special bonus and enhanced retirement benefits is vague. Such vague feedback makes it difficult for investors to assess what actions would be responsive to shareholders concerns. Further, the company did not make any substantial changes or firm commitments in respect of these noted concerns.</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 16.82 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		773	773
			02/18/2022	02/18/2022			
			Total Shares:				773

Meeting Date: 03/11/2022	Country: USA	Ticker: DISCA	Proxy Level: 5
Record Date: 01/18/2022	Meeting Type: Special	Meeting ID: 1606634	
Primary Security ID: 25470F104	Primary CUSIP: 25470F104	Primary ISIN: US25470F1049	Primary SEDOL: B3D7K31
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 648	*Shares on Loan: 0	Shares Instructed: 648	Shares Voted: 648

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Approve Reclassification of Discovery Capital stock Issued and Outstanding or Held by Discovery as Treasury Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it facilitates the elimination of the existing multi-class capital structure and therefore would represent an improvement to shareholder rights.</i>							
1B	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The size of the proposed increase in authorized common shares is above the allowable threshold, which may be concerning to some shareholders. However, approval of this proposal would facilitate the merger (Item 2) which would result in the elimination of the company's existing multi-class capital structure. Given the improvement in shareholder rights as a result of the elimination of the existing capital structure, a vote FOR this proposal is warranted with caution.</i>							
1C	Increase Authorized Preferred Stock	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposed increase in authorized preferred shares is excessive and the board has not specifically stated that the shares of preferred stock will not be used for anti-takeover purposes.</i>							
1D	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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Discovery, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1E	Approve All Other Changes in Connection with the Charter Amendment	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as, on balance, the proposed changes represent an improvement to shareholder rights.</i>							
2	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the sound strategic rationale which will provide existing shareholders the ability to participate in the potential upside of a combined company with significant economies of scale. Additionally, the transaction will result in the elimination of the existing multi-class capital structure and thus materially improve shareholder rights.</i>							
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although a portion of the CEO's outstanding equity is subject to single trigger vesting, the remainder of the CEO's equity requires a qualifying termination. In addition, cash severance requires a qualifying termination, is reasonably based, and no excise gross-ups are payable. Further, the transaction will not constitute a change in control for purposes of the CEO's new employment agreement.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/28/2022	Auto-Approved 02/28/2022		648	648
Total Shares:						648	648

Agilent Technologies, Inc.

Meeting Date: 03/16/2022		Country: USA		Ticker: A		Proxy Level: 3	
Record Date: 01/18/2022		Meeting Type: Annual		Meeting ID: 1605474			
Primary Security ID: 00846U101		Primary CUSIP: 00846U101		Primary ISIN: US00846U1016		Primary SEDOL: 2520153	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 266		*Shares on Loan: 0		Shares Instructed: 266		Shares Voted: 266	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hans E. Bishop	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Otis W. Brawley	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 Mikael Dolsten	Mgmt	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. A majority of incentives are tied to pre-set objective measures and pay outcomes are aligned with short- and long-term performance.							

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Agilent 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
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	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it is reasonable and in the best interests of shareholders, and that it will help increase the accountability of the board and management.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		266	266
			02/18/2022	02/18/2022			
			Total Shares:				266

Starbucks Corporation

Meeting Date: 03/16/2022	Country: USA	Ticker: SBUX	Proxy Level: 3
Record Date: 01/06/2022	Meeting Type: Annual	Meeting ID: 1604807	
Primary Security ID: 855244109	Primary CUSIP: 855244109	Primary ISIN: US8552441094	Primary SEDOL: 2842255
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 458	*Shares on Loan: 0	Shares Instructed: 458	Shares Voted: 458

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Andrew Campion	Mgmt	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 Mary N. Dillon	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 Isabel Ge Mahe	Mgmt	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 Melody Hobson	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 Kevin R. 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.							
1g	Elect Director Jorgen Vig Knudstorp	Mgmt	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 Satya Nadella	Mgmt	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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Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Joshua Cooper Ramo	Mgmt	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 Clara Shih	Mgmt	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 Javier G. Teruel	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Amend 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	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 was adequately responsive to shareholder concerns following a failed say-on-pay vote result. Further, pay and performance appear relatively aligned for the year in review. The company made improvements to its disclosure of individual goals in the STI, while a majority of the LTI is based on performance-conditioned equity.							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.63 percent of the fees paid to the auditor are for non-audit purposes.							
5	Report on Prevention of Harassment and Discrimination in the Workplace	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's sexual harassment and discrimination policies and the implementation of these policies would help shareholders better assess how the company is addressing associated risks.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		458	458
			03/02/2022	03/02/2022			
			Total Shares:				458

Arrowhead Pharmaceuticals, Inc.

Meeting Date: 03/17/2022		Country: USA		Ticker: ARWR		Proxy Level: 3	
Record Date: 01/21/2022		Meeting Type: Annual		Meeting ID: 1604187			
Primary Security ID: 04280A100		Primary CUSIP: 04280A100		Primary ISIN: US04280A1007		Primary SEDOL: BYQBFJ8	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 1,279		*Shares on Loan: 0		Shares Instructed: 1,279		Shares Voted: 1,279	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglass Given	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is non-independent and sits on a key committee.							

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Arrowhead Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Michael S. Perry	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale.</i>						
1c	Elect Director Christopher Anzalone	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Marianne De Backer	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale.</i>						
1e	Elect Director Mauro Ferrari	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale.</i>						
1f	Elect Director Adeoye Olukotun	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale.</i>						
1g	Elect Director William Waddill	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale.</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. Following a failed say-on-pay vote result, the company disclosed engagement efforts with shareholders, though director participation in these engagements was not disclosed. While two specific points of shareholder feedback are noted, the compensation committee only made one change to the pay program, while the other point of feedback was not addressed. In addition, an unmitigated pay-for-performance misalignment exists for the year in review. Though overall payouts were reasonable in the context of TSR outperformance, the annual bonus lacks disclosure regarding its specific metrics used to determine payouts. The bonus program also appears to lack a cap on payouts. More concerning, however, is that the CEO received an outsized annual LTI grant for the second consecutive year. Though the award is entirely in performance-conditioned equity based on a multi-year performance period, the value of the grant, as calculated by Social Advisory Services, is excessive. The proxy also provides no indication that the value of the CEO's annual equity awards will decrease in the future.</i>						
3	Approve Non-Employee Director Compensation Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted, as the proposed plan could provide new director pay limits that remain high compared to peers. High director pay limits are of particular recent concern due to multiple years of high pay for directors, for which the company has not disclosed a compelling rationale. Furthermore, the passage of the proposal would benchmark pay limits based on relative TSR performance, creating an inappropriate link between director compensation and company performance. In addition, the plan lacks any absolute limits on compensation to individual directors.</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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Arrowhead Pharmaceuticals, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,279	1,279
			03/04/2022	03/04/2022			
			Total Shares:				

Leslie's, Inc.

Meeting Date: 03/17/2022	Country: USA	Ticker: LESL	Proxy Level: 3
Record Date: 01/18/2022	Meeting Type: Annual	Meeting ID: 1604812	
Primary Security ID: 527064109	Primary CUSIP: 527064109	Primary ISIN: US5270641096	Primary SEDOL: BNG3RZ7
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3,020	*Shares on Loan: 0	Shares Instructed: 3,020	Shares Voted: 3,020

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael R. Egeck	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Michael Egeck, Yolanda Daniel, and Eric Kufel given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up 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.							
1.2	Elect Director Yolanda Daniel	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Michael Egeck, Yolanda Daniel, and Eric Kufel given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up 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.							
1.3	Elect Director Eric Kufel	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Michael Egeck, Yolanda Daniel, and Eric Kufel given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up 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.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	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	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,020	3,020
			02/25/2022	02/25/2022			
			Total Shares:				

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Concentrix Corporation

Meeting Date: 03/22/2022		Country: USA		Ticker: CNXC		Proxy Level: 3	
Record Date: 01/24/2022		Meeting Type: Annual		Meeting ID: 1606291			
Primary Security ID: 20602D101		Primary CUSIP: 20602D101		Primary ISIN: US20602D1019		Primary SEDOL: BNKVVY4	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 360		*Shares on Loan: 0		Shares Instructed: 360		Shares Voted: 360	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher Caldwell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Teh-Chien Chou	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. 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.							
1c	Elect Director LaVerne H. Council	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. 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.							
1d	Elect Director Jennifer Deason	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. The nominee is 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.							
1e	Elect Director Kathryn Hayley	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Kathryn Marinello	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Dennis Polk	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Ann Vezina	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.73 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: 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		360	360
			03/04/2022	03/04/2022			

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Concentrix Corporation

Total Shares: 360 360

Credicorp Ltd.

Meeting Date: 03/29/2022		Country: Bermuda		Ticker: BAP		Proxy Level: N/A	
Record Date: 02/11/2022		Meeting Type: Annual		Meeting ID: 1604431			
Primary Security ID: G2519Y108		Primary CUSIP: G2519Y108		Primary ISIN: BMG2519Y1084		Primary SEDOL: 2232878	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 40		*Shares on Loan: 0		Shares Instructed: 40		Shares Voted: 40	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Present Board Chairman Report of the Annual and Sustainability Report	Mgmt	No				
Voting Policy Rationale: These are non-voting items.							
2	Present Board Chairman Report of the Sustainability Strategy	Mgmt	No				
Voting Policy Rationale: These are non-voting items.							
3	Present Audited Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2021, Including External Auditors' Report	Mgmt	No				
Voting Policy Rationale: These are non-voting items.							
4	Ratify PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		40	40
			03/09/2022	03/09/2022			
			Total Shares:				40

Ciena Corporation

Meeting Date: 03/31/2022		Country: USA		Ticker: CIEN		Proxy Level: 3	
Record Date: 02/04/2022		Meeting Type: Annual		Meeting ID: 1607607			
Primary Security ID: 171779309		Primary CUSIP: 171779309		Primary ISIN: US1717793095		Primary SEDOL: B1FLZ21	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 476		*Shares on Loan: 0		Shares Instructed: 476		Shares Voted: 476	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lawton W. Fitt	Mgmt	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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Ciena Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Devinder Kumar	Mgmt	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 Patrick H. Nettles	Mgmt	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 13.57 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 and no significant concerns were identified at this time.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		476	476
			03/04/2022	03/04/2022			
							Total Shares:

Broadcom Inc.

Meeting Date: 04/04/2022	Country: USA	Ticker: AVGO	Proxy Level: 3
Record Date: 02/07/2022	Meeting Type: Annual	Meeting ID: 1608886	
Primary Security ID: 11135F101	Primary CUSIP: 11135F101	Primary ISIN: US11135F1012	Primary SEDOL: BDZ78H9
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 65	*Shares on Loan: 0	Shares Instructed: 65	Shares Voted: 65

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Gayla J. Delly	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Raul J. Fernandez	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Eddy W. Hartenstein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Check Kian Low	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Justine F. Page	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Broadcom Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Henry Samueli	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Hock E. Tan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Harry L. You	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The nominee is retired from active employment and sits on boards at more than 5 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 11.16 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: A vote FOR this proposal is warranted, with caution. While STI awards are predominantly based on pre-set financial goals, the program's design incorporates a significant degree of discretion for the individual performance multiplier. CEO Tan received his first equity grant following three years of no grants after he received a multi-year equity award in 2017. The equity grant is entirely performance-based, but the target goal is not viewed as particularly rigorous. In addition, CEO Tan received another sizable equity award in FY22, including a one-time award. Besides, three NEOs received sizable promotion grants, half of which are performance-based, but also with a goal that is not particularly rigorous. Nevertheless, high incentive awards are substantiated by strong performance and long-term CEO pay is reasonably aligned with long-term performance at this time. The above noted concerns warrant continued close monitoring.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		65	65
			03/16/2022	03/16/2022			
			Total Shares:				65

Schlumberger N.V.

Meeting Date: 04/06/2022	Country: Curacao	Ticker: SLB	Proxy Level: N/A
Record Date: 02/09/2022	Meeting Type: Annual	Meeting ID: 1611623	
Primary Security ID: 806857108	Primary CUSIP: 806857108	Primary ISIN: AN8068571086	Primary SEDOL: 2779201
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,755	*Shares on Loan: 0	Shares Instructed: 1,755	Shares Voted: 1,755

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	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 Patrick de La Chevardiere	Mgmt	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 Miguel Galuccio	Mgmt	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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Schlumberger N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Olivier Le Peuch	Mgmt	Yes	For	For	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 Samuel Leupold	Mgmt	Yes	For	For	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 Tatiana Mitrova	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Maria Moraeus Hanssen	Mgmt	Yes	For	For	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 Vanitha Narayanan	Mgmt	Yes	For	For	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 Papa	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Jeff Sheets	Mgmt	Yes	For	For	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 Ulrich Spiesshofer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at 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 primarily performance-based and long-term equity awards rely on multi-year performance periods. However, the company's practice of targeting total NEO compensation at above-median levels warrants further monitoring.</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 10.88 percent of the fees paid to the auditor are for non-audit purposes.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/11/2022	Auto-Approved 03/11/2022		1,755	1,755
Total Shares:						1,755	1,755

Carnival Corporation

Meeting Date: 04/08/2022	Country: Panama	Ticker: CCL	Proxy Level: N/A
Record Date: 02/07/2022	Meeting Type: Annual	Meeting ID: 1607554	
Primary Security ID: 143658300	Primary CUSIP: 143658300	Primary ISIN: PA1436583006	Primary SEDOL: 2523044

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Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 100		*Shares on Loan: 0		Shares Instructed: 100		Shares Voted: 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>						
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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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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Carnival Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. The annual bonus does not disclose any performance targets or even specific metrics used to determine payouts. Despite poor company performance and a lack of disclosure of goals, the annual bonus paid out at maximum. Furthermore, the company made a change to FY21 equity grants, which are now entirely in time-vested equity. It is incumbent upon a compensation committee to utilize pre-set performance metrics when setting executive compensation, and many investors view a shift from performance-based to entirely time-based or discretionary incentive awards as a problematic response to COVID-19 related market disruption.</i>						
14	Approve Directors' Remuneration Report (in accordance with legal requirements applicable to UK companies)	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the 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 item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
17	Receive the UK Accounts and Reports of the Directors and Auditors of Carnival plc for the year ended November 30, 2021 (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, with caution, because although the proposed amount and duration are within recommended limits, the company is considered to be at some risk of reputational damage if it chooses to use cash for buybacks at a time when the business, and employment, have not fully recovered from the effects of the pandemic.</i>						

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Carnival Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			03/18/2022	03/18/2022			
			Total Shares:				100

Discovery, Inc.

Meeting Date: 04/08/2022	Country: USA	Ticker: DISCA	Proxy Level: 3
Record Date: 03/04/2022	Meeting Type: Annual	Meeting ID: 1620528	
Primary Security ID: 934423104	Primary CUSIP: 934423104	Primary ISIN: US9344231041	Primary SEDOL: BM8JYX3
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 648	*Shares on Loan: 0	Shares Instructed: 648	Shares Voted: 648

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul A. Gould	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 further warranted for Daniel Sanchez, Paul Gould and Kenneth Lowe given the company's persistent poor compensation practices. In addition to long-standing compensation concerns, the board recently entered into a new employment agreement with CEO Zaslav which contains a problematic severance arrangement and provides for approximately \$200 million in stock options, in addition to his annual compensation.							
1.2	Elect Director Kenneth W. Lowe	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee. WITHHOLD votes are further warranted for Daniel Sanchez, Paul Gould and Kenneth Lowe given the company's persistent poor compensation practices. In addition to long-standing compensation concerns, the board recently entered into a new employment agreement with CEO Zaslav which contains a problematic severance arrangement and provides for approximately \$200 million in stock options, in addition to his annual compensation.							
1.3	Elect Director Daniel E. Sanchez	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are further warranted for Daniel Sanchez, Paul Gould and Kenneth Lowe given the company's persistent poor compensation practices. In addition to long-standing compensation concerns, the board recently entered into a new employment agreement with CEO Zaslav which contains a problematic severance arrangement and provides for approximately \$200 million in stock options, in addition to his annual compensation.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 2.05 percent of the fees paid to the auditor are for non-audit purposes.							
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		648	648
			03/31/2022	03/31/2022			
			Total Shares:				648

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

The Goodyear Tire & Rubber Company

Meeting Date: 04/11/2022	Country: USA	Ticker: GT	Proxy Level: 3
Record Date: 02/15/2022	Meeting Type: Annual	Meeting ID: 1619650	
Primary Security ID: 382550101	Primary CUSIP: 382550101	Primary ISIN: US3825501014	Primary SEDOL: 2378200
	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 155	*Shares on Loan: 0	Shares Instructed: 155	Shares Voted: 155

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 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>						
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 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>						
1f	Elect Director Prashanth Mahendra-Rajah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director John E. McGlade	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Roderick A. Palmore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Hera K. Siu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director 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>						
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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the compensation committee made positive changes to pay programs in response to last year's low say-on-pay vote, concerns are raised regarding FY2021 decisions. The company continued to use annually set goals in the long-term incentive program, limiting the long-term nature of those awards. More concerning, however, was a potentially uncapped retention agreement the company entered into with the CEO and another NEO. The agreements seek to incentivize the NEOs to delay retirement until after FY23; however, the structure of the agreements may result in sizable, non-performance-based payments in the event interest rates increase between 2021 and the date of their respective future retirements.</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 Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 6.66 percent of the fees paid to the auditor are for non-audit purposes.							
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 shareholder rights.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		155	155
			03/24/2022	03/24/2022			
Total Shares:						155	155

A. O. Smith Corporation

Meeting Date: 04/12/2022		Country: USA		Ticker: AOS		Proxy Level: 3	
Record Date: 02/15/2022		Meeting Type: Annual		Meeting ID: 1615274			
Primary Security ID: 831865209		Primary CUSIP: 831865209		Primary ISIN: US8318652091		Primary SEDOL: 2816023	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 434		*Shares on Loan: 0		Shares Instructed: 434		Shares Voted: 434	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Victoria M. Holt	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Michael M. Larsen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	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 and performance are reasonably aligned at this time. Although some legacy pay practices remain as concerns, the STI awards and a majority of LTI awards are based on objective financial measures.							
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 4.41 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

A. O. Smith Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		434	434
			03/16/2022	03/16/2022			
			Total Shares:				

Fifth Third Bancorp

Meeting Date: 04/12/2022	Country: USA	Ticker: FITB	Proxy Level: 3
Record Date: 02/18/2022	Meeting Type: Annual	Meeting ID: 1614386	
Primary Security ID: 316773100	Primary CUSIP: 316773100	Primary ISIN: US3167731005	Primary SEDOL: 2336747
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 421	*Shares on Loan: 0	Shares Instructed: 421	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director B. Evan Bayh, III	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Jorge L. Benitez	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Katherine B. Blackburn	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Emerson L. Brumback	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Greg D. Carmichael	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Linda W. Clement-Holmes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director C. Bryan Daniels	Mgmt	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 Mitchell S. Feiger	Mgmt	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 Thomas H. Harvey	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Gary R. Heminger	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Jewell D. Hoover	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1m	Elect Director Eileen A. Mallesch	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1n	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1o	Elect Director Marsha C. Williams	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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 2.91 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	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. There is continued concern about the structure of the annual incentive plan, which provides the committee with significant discretion. However, annual incentives are primarily based on pre-set, quantitative metrics, and half of the long-term incentives are based on multi-year performance for which the primary forward-looking goals are clearly disclosed. In addition, pay and performance remain reasonably aligned at this time. Continued monitoring of the pay program is nevertheless warranted.							
4	Amend Fifth Third Bancorp Code of Regulations to Add a 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		421	421
			03/18/2022	03/18/2022			
			Total Shares:				421

Lennar Corporation

Meeting Date: 04/12/2022		Country: USA		Ticker: LEN		Proxy Level: 3	
Record Date: 02/15/2022		Meeting Type: Annual		Meeting ID: 1614212			
Primary Security ID: 526057104		Primary CUSIP: 526057104		Primary ISIN: US5260571048		Primary SEDOL: 2511920	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 663		*Shares on Loan: 0		Shares Instructed: 663		Shares Voted: 663	
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: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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. The nominee is employed full-time and sits on boards at more than 2 public companies.</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	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. The company utilizes a co-CEO structure in addition to employing an Executive Chairman, whose total target pay opportunity is set above the pay of both CEOs. The concerns with this structure, which pays three executives at a CEO level, are further exacerbated by the annual bonus program, where payouts are not capped. The uncapped payouts in FY21 to each executive led to payouts at nearly double the total pay of peer CEOs, and year-over-year pay increases of over 50 percent. Shareholders may question the necessity of compensating three executives well above the level of the chief executive at other companies.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.44 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		663	663
			03/23/2022	03/23/2022			
			Total Shares:				663

The Bank of New York Mellon Corporation

Meeting Date: 04/12/2022	Country: USA	Ticker: BK	Proxy Level: 3
Record Date: 02/16/2022	Meeting Type: Annual	Meeting ID: 1614210	
Primary Security ID: 064058100	Primary CUSIP: 064058100	Primary ISIN: US0640581007	Primary SEDOL: B1Z77F6
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,238	*Shares on Loan: 0	Shares Instructed: 2,238	Shares Voted: 2,238

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Joseph J. Echevarria	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 Thomas P. 'Todd' Gibbons	Mgmt	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 M. Amy Gilliland	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director K. Guru Gowrappan	Mgmt	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 Ralph Izzo	Mgmt	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 Sandra E. 'Sandie' O'Connor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Frederick O. Terrell	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 Alfred W. "Al" Zollar	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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The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Shareholders would benefit from improved disclosure of adjustments made to closing-cycle performance shares and should continue to monitor pay outcomes in light of the degree to which discretion may ultimately influence awards. However, these concerns have not resulted in a quantitative pay-for-performance misalignment for the year in review, the CEO's equity awards are largely subject to multi-year performance goals, and performance shares for the most recently completed performance period were earned below target.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 6.42 percent of the fees paid to the auditor are for non-audit purposes.							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,238	2,238
			03/24/2022	03/24/2022			
			Total Shares:			2,238	2,238

Dow Inc.

Meeting Date: 04/14/2022	Country: USA	Ticker: DOW	Proxy Level: 3
Record Date: 02/18/2022	Meeting Type: Annual	Meeting ID: 1616171	
Primary Security ID: 260557103	Primary CUSIP: 260557103	Primary ISIN: US2605571031	Primary SEDOL: BHXCF84
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 1,118	*Shares on Loan: 0	Shares Instructed: 1,118	Shares Voted: 1,118

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 Gaurdie Banister, 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 Wesley G. Bush	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Richard K. Davis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Jerri DeVard	Mgmt	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 Debra L. Dial	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Jeff M. Fettig	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Jim Fitterling	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Jacqueline C. Hinman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Luis Alberto Moreno	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Jill S. Wyant	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1l	Elect Director Daniel W. Yohannes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
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; and - High CEO pay relative to company performance compared to the company s peers.							
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 2.80 percent of the fees paid to the auditor are for non-audit purposes.							
4	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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,061	1,061
			03/22/2022	03/22/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		57	57
			03/22/2022	03/22/2022			
Total Shares:						1,118	1,118

Owens Corning

Meeting Date: 04/14/2022	Country: USA	Ticker: OC	Proxy Level: 3
Record Date: 02/17/2022	Meeting Type: Annual	Meeting ID: 1618794	
Primary Security ID: 690742101	Primary CUSIP: 690742101	Primary ISIN: US6907421019	Primary SEDOL: B1FW7Q2

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

Total Ballots: 1			Voting Policy: UUA				
Votable Shares: 106		*Shares on Loan: 0	Shares Instructed: 106			Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Eduardo E. Cordeiro	Mgmt	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 Adrienne D. Elsner	Mgmt	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 Alfred E. Festa	Mgmt	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 Edward F. Lonergan	Mgmt	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 Maryann T. Mannen	Mgmt	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 Paul E. Martin	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director W. Howard Morris	Mgmt	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 P. Nimocks	Mgmt	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 D. Williams	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 8.38 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. A majority of cash incentives and equity awards were performance-based, and prior cycle PSUs were earned below target, aligned with performance.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		106	106
			03/28/2022	03/28/2022			
			Total Shares:				

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

Meeting Date: 04/19/2022	Country: USA	Ticker: DKNK	Proxy Level: 3
Record Date: 02/18/2022	Meeting Type: Annual	Meeting ID: 1613407	
Primary Security ID: 26142R104	Primary CUSIP: 26142R104	Primary ISIN: US26142R1041	Primary SEDOL: BMYML02
	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 1,313	*Shares on Loan: 0	Shares Instructed: 1,313	Shares Voted: 1,313

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jason D. Robins	Mgmt	Yes	For	Withhold	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. WITHHOLD votes are warranted for incumbent director nominees Jason Robins, Matthew Kalish, Woodrow Levin, Paul Liberman, Shalom Meckenzie, Jocelyn Moore, Ryan Moore, Valerie Mosley, Steven Murray, Harry Sloan, and Marni Walden given the implementation of a dual class capital structure without a reasonable sunset provision.</i>						
1.2	Elect Director Harry Evans Sloan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Jason Robins, Matthew Kalish, Woodrow Levin, Paul Liberman, Shalom Meckenzie, Jocelyn Moore, Ryan Moore, Valerie Mosley, Steven Murray, Harry Sloan, and Marni Walden given the implementation of a dual class capital structure without a reasonable sunset provision.</i>						
1.3	Elect Director Matthew Kalish	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Jason Robins, Matthew Kalish, Woodrow Levin, Paul Liberman, Shalom Meckenzie, Jocelyn Moore, Ryan Moore, Valerie Mosley, Steven Murray, Harry Sloan, and Marni Walden given the implementation of a dual class capital structure without a reasonable sunset provision.</i>						
1.4	Elect Director Paul Liberman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Jason Robins, Matthew Kalish, Woodrow Levin, Paul Liberman, Shalom Meckenzie, Jocelyn Moore, Ryan Moore, Valerie Mosley, Steven Murray, Harry Sloan, and Marni Walden given the implementation of a dual class capital structure without a reasonable sunset provision.</i>						
1.5	Elect Director Woodrow H. Levin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Jason Robins, Matthew Kalish, Woodrow Levin, Paul Liberman, Shalom Meckenzie, Jocelyn Moore, Ryan Moore, Valerie Mosley, Steven Murray, Harry Sloan, and Marni Walden given the implementation of a dual class capital structure without a reasonable sunset provision.</i>						
1.6	Elect Director Shalom Meckenzie	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for incumbent director nominees Jason Robins, Matthew Kalish, Woodrow Levin, Paul Liberman, Shalom Meckenzie, Jocelyn Moore, Ryan Moore, Valerie Mosley, Steven Murray, Harry Sloan, and Marni Walden given the implementation of a dual class capital structure without a reasonable sunset provision.</i>						
1.7	Elect Director Jocelyn Moore	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Jason Robins, Matthew Kalish, Woodrow Levin, Paul Liberman, Shalom Meckenzie, Jocelyn Moore, Ryan Moore, Valerie Mosley, Steven Murray, Harry Sloan, and Marni Walden given the implementation of a dual class capital structure without a reasonable sunset provision.</i>						
1.8	Elect Director Ryan R. Moore	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Jason Robins, Matthew Kalish, Woodrow Levin, Paul Liberman, Shalom Meckenzie, Jocelyn Moore, Ryan Moore, Valerie Mosley, Steven Murray, Harry Sloan, and Marni Walden given the implementation of a dual class capital structure without a reasonable sunset provision.</i>						
1.9	Elect Director Valerie Mosley	Mgmt	Yes	For	Withhold	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. WITHHOLD votes are warranted for incumbent director nominees Jason Robins, Matthew Kalish, Woodrow Levin, Paul Liberman, Shalom Meckenzie, Jocelyn Moore, Ryan Moore, Valerie Mosley, Steven Murray, Harry Sloan, and Marni Walden given the implementation of a dual class capital structure without a reasonable sunset provision.</i>						

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DraftKings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Steven J. Murray	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Jason Robins, Matthew Kalish, Woodrow Levin, Paul Liberman, Shalom Meckenzie, Jocelyn Moore, Ryan Moore, Valerie Mosley, Steven Murray, Harry Sloan, and Marni Walden given the implementation of a dual class capital structure without a reasonable sunset provision.</i>							
1.11	Elect Director Marni M. Walden	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Jason Robins, Matthew Kalish, Woodrow Levin, Paul Liberman, Shalom Meckenzie, Jocelyn Moore, Ryan Moore, Valerie Mosley, Steven Murray, Harry Sloan, and Marni Walden given the implementation of a dual class capital structure without a reasonable sunset provision.</i>							
1.12	Elect Director Tilman J. Fertitta	Mgmt	Yes	For	For	Withhold	Withhold
<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 only 3.79 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: 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/25/2022	Auto-Approved 03/25/2022		1,313	1,313
Total Shares:						1,313	1,313

Pinnacle Financial Partners, Inc.

Meeting Date: 04/19/2022		Country: USA		Ticker: PNFP		Proxy Level: 3	
Record Date: 02/22/2022		Meeting Type: Annual		Meeting ID: 1616755			
Primary Security ID: 72346Q104		Primary CUSIP: 72346Q104		Primary ISIN: US72346Q1040		Primary SEDOL: 2675097	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 1,324		*Shares on Loan: 0		Shares Instructed: 1,324		Shares Voted: 1,324	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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 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>							
1b	Elect Director Charles E. Brock	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Renda J. Burkhart	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
1d	Elect Director Gregory L. Burns	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>						
1e	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>						
1f	Elect Director Marty G. Dickens	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Thomas C. Farnsworth, 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>						
1h	Elect Director Joseph C. Galante	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 Glenda Baskin Glover	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director David B. Ingram	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Decosta E. Jenkins	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1l	Elect Director Robert A. McCabe, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1m	Elect Director Reese L. Smith, 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>						
1n	Elect Director G. Kennedy Thompson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1o	Elect Director M. Terry Turner	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	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.75 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 cautionary vote FOR this proposal is warranted. The company modified "in-flight" LTI grants but this did not result in a pay-for-performance misalignment. Shareholders should continue to monitor the company's executive compensation program.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/01/2022	Auto-Approved 04/01/2022		1,324	1,324

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U.S. Bancorp

Meeting Date: 04/19/2022	Country: USA	Ticker: USB	Proxy Level: 3
Record Date: 02/22/2022	Meeting Type: Annual	Meeting ID: 1617708	
Primary Security ID: 902973304	Primary CUSIP: 902973304	Primary ISIN: US9029733048	Primary SEDOL: 2736035

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 2,313	*Shares on Loan: 0	Shares Instructed: 2,313	Shares Voted: 2,313

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Dorothy J. Bridges	Mgmt	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 Elizabeth L. Buse	Mgmt	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 Andrew Cecere	Mgmt	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 Kimberly N. Ellison-Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Kimberly 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.						
1g	Elect Director Roland A. Hernandez	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Olivia F. Kirtley	Mgmt	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 Richard P. McKenney	Mgmt	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 Yusuf I. Mehdi	Mgmt	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 John P. Wiehoff	Mgmt	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 Scott W. Wine	Mgmt	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 9.71 percent of the fees paid to the auditor are for non-audit purposes.						

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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, though some concerns are highlighted and warrant continued monitoring. In particular, shareholders would benefit from improved disclosure of STI performance goals and some shareholders may prefer a performance share design that utilizes a true multi-year performance period. Nonetheless, both the annual and long-term programs are largely linked to objective financial goals and pay and performance were reasonably aligned for the year in review.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,313	2,313
			03/29/2022	03/29/2022			
			Total Shares:				

Whirlpool Corporation

Meeting Date: 04/19/2022	Country: USA	Ticker: WHR	Proxy Level: 3
Record Date: 02/22/2022	Meeting Type: Annual	Meeting ID: 1616170	
Primary Security ID: 963320106	Primary CUSIP: 963320106	Primary ISIN: US9633201069	Primary SEDOL: 2960384
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 116	*Shares on Loan: 0	Shares Instructed: 116	Shares Voted: 116

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 Marc R. Bitzer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Greg Creed	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Gary T. DiCamillo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Diane M. Dietz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Gerri T. Elliott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Jennifer A. LaClair	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director John D. Liu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director James M. Loree	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Whirlpool Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Harish Manwani	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: 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	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 were reasonably aligned for the year in review. STI and LTI awards are primarily performance-based with objective metrics. Concerns are raised as the STI's FCF target was lowered and performance was achieved above maximum for the second year in a row and forward-looking goals for PSUs were not disclosed. Shareholders may therefore wish to continue monitoring incentive program rigor and disclosure.							
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 13.73 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		116	116
			03/16/2022	03/20/2022			
			Total Shares:				

Celanese Corporation

Meeting Date: 04/20/2022	Country: USA	Ticker: CE	Proxy Level: 3
Record Date: 02/22/2022	Meeting Type: Annual	Meeting ID: 1618540	
Primary Security ID: 150870103	Primary CUSIP: 150870103	Primary ISIN: US1508701034	Primary SEDOL: B05MZT4
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 486	*Shares on Loan: 0	Shares Instructed: 486	Shares Voted: 486

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	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 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.							

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Celanese Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Rahul Ghai	Mgmt	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 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.							
1f	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.							
1g	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.							
1h	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.							
1i	Elect Director Michael Koenig	Mgmt	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 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.							
1k	Elect Director Lori J. Ryerkerk	Mgmt	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 14.42 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The majority of CEO pay is based on objective performance metrics. The CEO's annual incentive award is no longer subject to a discretionary individual performance modifier and the majority of the company's equity awards are conditioned on long-term financial performance metrics							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		486	486
			03/18/2022	03/21/2022			
			Total Shares:				

Regions Financial Corporation

Meeting Date: 04/20/2022	Country: USA	Ticker: RF	Proxy Level: 3
Record Date: 02/22/2022	Meeting Type: Annual	Meeting ID: 1616172	
Primary Security ID: 7591EP100	Primary CUSIP: 7591EP100	Primary ISIN: US7591EP1005	Primary SEDOL: B01R311
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 904	*Shares on Loan: 0	Shares Instructed: 904	Shares Voted: 904

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel A. Di Piazza, Jr.	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.

Regions Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Zhanna Golodryga	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director John D. Johns	Mgmt	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 Joia M. Johnson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Ruth Ann Marshall	Mgmt	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 Charles D. McCrary	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Lee J. Styslinger, III	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Jose S. Suquet	Mgmt	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 M. Turner, 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.							
1k	Elect Director Timothy Vines	Mgmt	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 6.21 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The change in the actuarial present value of pension benefits continues to make up a large portion of the CEO's reported pay. There are some goal rigor and disclosure concerns identified in the LTI program, as the relative metric targets merely the median and forward-looking goals for the absolute metric are not disclosed. However, goal rigor concerns have not translated to questionable payouts for the most recently completed performance cycle and performance targets for the absolute metric are disclosed retroactively. Moreover, the majority of LTI awards are earned based on multi-year performance, while the annual program is predominately based on pre-set, financial performance goals. Lastly, 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	Instructed	Approved	Ballot Voting Status	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		904
			03/22/2022	03/22/2022		
					Total Shares:	904
						904

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

Meeting Date: 04/20/2022	Country: Luxembourg	Ticker: SPOT	Proxy Level: N/A
Record Date: 02/25/2022	Meeting Type: Annual	Meeting ID: 1619766	
Primary Security ID: L8681T102	Primary CUSIP: L8681T102	Primary ISIN: LU1778762911	Primary SEDOL: BFZ1K46
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 25	*Shares on Loan: 0	Shares Instructed: 25	Shares Voted: 25

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt	No				
	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 resolution is warranted at this time as there is no evidence that the board has not fulfilled its fiduciary duties.</i>						
4a	Elect Daniel Ek as A Director	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote FOR the elections of Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Cristina Stenbeck, Mona Sutphen and Padmasree Warrior is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates A vote AGAINST the election of 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 Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Cristina Stenbeck, Mona Sutphen and Padmasree Warrior is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates A vote AGAINST the election of 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 Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Cristina Stenbeck, Mona Sutphen and Padmasree Warrior is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates A vote AGAINST the election of 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 Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Cristina Stenbeck, Mona Sutphen and Padmasree Warrior is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates A vote AGAINST the election of 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 Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Cristina Stenbeck, Mona Sutphen and Padmasree Warrior is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates A vote AGAINST the election of Daniel Ek is warranted, because: - The nominee combines the functions of chairman and CEO.</i>						

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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 Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Cristina Stenbeck, Mona Sutphen and Padmasree Warrior is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates A vote AGAINST the election of 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 Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Cristina Stenbeck, Mona Sutphen and Padmasree Warrior is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates A vote AGAINST the election of 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 Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Cristina Stenbeck, Mona Sutphen and Padmasree Warrior is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates A vote AGAINST the election of 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 Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Cristina Stenbeck, Mona Sutphen and Padmasree Warrior is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates A vote AGAINST the election of 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 Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Cristina Stenbeck, Mona Sutphen and Padmasree Warrior is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates A vote AGAINST the election of 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 Christopher (Woody) Marshall, Martin Lorentzon, Barry McCarthy, Shishir Mehrotra, Heidi O'Neill, Ted Sarandos, Thomas Staggs, Cristina Stenbeck, Mona Sutphen and Padmasree Warrior is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates A vote AGAINST the election of Daniel Ek is warranted, because: - The nominee combines the functions of chairman and CEO.</i>							
5	Appoint Ernst & Young S.A. (Luxembourg) 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	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
<i>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.</i>							

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Spotify Technology SA

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		25	25
			03/22/2022	03/22/2022			
			Total Shares:				25

The Sherwin-Williams Company

Meeting Date: 04/20/2022	Country: USA	Ticker: SHW	Proxy Level: 3
Record Date: 02/22/2022	Meeting Type: Annual	Meeting ID: 1617895	
Primary Security ID: 824348106	Primary CUSIP: 824348106	Primary ISIN: US8243481061	Primary SEDOL: 2804211
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 336	*Shares on Loan: 0	Shares Instructed: 336	Shares Voted: 336

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
Voting Policy Rationale: The nominee is employed full-time and sits 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 Arthur F. Anton	Mgmt	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 Jeff M. Fettig	Mgmt	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 J. Kramer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director John G. Morikis	Mgmt	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 Christine A. Poon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Aaron M. Powell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Marta R. Stewart	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Michael H. Thaman	Mgmt	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 Matthew Thornton, III	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Steven H. Wunning	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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The Sherwin-Williams 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	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; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm;							
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 14.22 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		336	336
			03/18/2022	03/21/2022			
			Total Shares:			336	336

UFP Industries, Inc.

Meeting Date: 04/20/2022	Country: USA	Ticker: UFPI	Proxy Level: 3
Record Date: 02/23/2022	Meeting Type: Annual	Meeting ID: 1617472	
Primary Security ID: 90278Q108	Primary CUSIP: 90278Q108	Primary ISIN: US90278Q1085	Primary SEDOL: BMQ60Q1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,803	*Shares on Loan: 0	Shares Instructed: 1,803	Shares Voted: 1,803

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joan A. Budden	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1b	Elect Director William G. Currie	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1c	Elect Director Bruce A. Merino	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
2	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the rationale is reasonable. The proposal is being made for the purpose of effecting a 2-for-1 stock split, and the proposed increase in authorized shares of common stock is proportionate with respect to the stock split ratio.							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 2.85 percent of the fees paid to the auditor are for non-audit purposes.							
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.							

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UFP Industries, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,803	1,803
			04/05/2022	04/05/2022			
			Total Shares:				1,803

HCA Healthcare, Inc.

Meeting Date: 04/21/2022	Country: USA	Ticker: HCA	Proxy Level: 3
Record Date: 02/25/2022	Meeting Type: Annual	Meeting ID: 1619760	
Primary Security ID: 40412C101	Primary CUSIP: 40412C101	Primary ISIN: US40412C1018	Primary SEDOL: B4MGBG6

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 70	*Shares on Loan: 0	Shares Instructed: 70	Shares Voted: 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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Samuel N. Hazen	Mgmt	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 Meg G. Crofton	Mgmt	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 J. Dennis	Mgmt	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 Nancy-Ann DeParle	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director William R. Frist	Mgmt	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 Charles O. Holliday, 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 Hugh F. Johnston	Mgmt	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 Michael W. Michelson	Mgmt	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 Wayne J. Riley	Mgmt	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 Andrea B. 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.						
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 15.03 percent of the fees paid to the auditor are for non-audit purposes.						

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HCA Healthcare, 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 is reasonably aligned with company performance at this time. While investors would benefit from advance disclosure of forward-looking PSU performance targets, annual incentives are based on objective financial and quality measures and LTI awards are targeted to be evenly split between time-based and performance-based awards.							
4	Report on Political Contributions	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect political contributions through all trade associations and other tax-exempt organizations, as well as its management- and board-level oversight of political spending, could help shareholders more comprehensively evaluate the company's management of related risks and benefits.							
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 lobbying expenses and 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		70	70
			03/29/2022	03/29/2022			
			Total Shares:				

Humana Inc.

Meeting Date: 04/21/2022	Country: USA	Ticker: HUM	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1617893	
Primary Security ID: 444859102	Primary CUSIP: 444859102	Primary ISIN: US4448591028	Primary SEDOL: 2445063
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 111	*Shares on Loan: 0	Shares Instructed: 111	Shares Voted: 111

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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.							
1b	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.							
1c	Elect Director Frank A. D'Amelio	Mgmt	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 T. Feinberg	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 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.							

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Humana Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director John W. Garratt	Mgmt	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 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.							
1h	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.							
1i	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.							
1j	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.							
1k	Elect Director William J. McDonald	Mgmt	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 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.							
1m	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.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 10.70 percent of the fees paid to the auditor are for non-audit purposes.							
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 majority of compensation remains based on objective performance metrics resulting in an alignment between CEO pay and company performance.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		111	111
			03/18/2022	03/22/2022			
			Total Shares:				

Lincoln Electric Holdings, Inc.

Meeting Date: 04/21/2022	Country: USA	Ticker: LECO	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1622629	
Primary Security ID: 533900106	Primary CUSIP: 533900106	Primary ISIN: US5339001068	Primary SEDOL: 2516851
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 263	*Shares on Loan: 0	Shares Instructed: 263	Shares Voted: 263

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian D. Chambers	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.

Lincoln Electric Holdings, 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 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>						
1.3	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>						
1.4	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 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>						
1.6	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 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>						
1.8	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>						
1.9	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>						
1.10	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 Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.22 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; - 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>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		263	263
			03/28/2022	03/28/2022			
			Total Shares:				263

Newmont Corporation

Meeting Date: 04/21/2022	Country: USA	Ticker: NEM	Proxy Level: 3
Record Date: 02/22/2022	Meeting Type: Annual	Meeting ID: 1616797	
Primary Security ID: 651639106	Primary CUSIP: 651639106	Primary ISIN: US6516391066	Primary SEDOL: 2636607

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

Total Ballots: 2				Voting Policy: UUA			
Votable Shares: 700		*Shares on Loan: 0		Shares Instructed: 700		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Bruce R. Brook	Mgmt	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 Maura 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.							
1.5	Elect Director Emma FitzGerald	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Mary A. Laschinger	Mgmt	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 Jose Manuel Madero	Mgmt	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 Rene Medori	Mgmt	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 Jane Nelson	Mgmt	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 Thomas Palmer	Mgmt	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 Julio M. Quintana	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.12	Elect Director Susan N. Story	Mgmt	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. Short- and long-term incentives are primarily performance-based, and the long-term awards utilized multi-year performance periods. Although the committee adjusted some of the STI targets towards the end of the year, the rationale and impact on final payouts were disclosed. The adjustments did not raise payouts for the company performance portion above the target level and aggregate payouts were lower than the prior year.							
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 4.06 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Newmont Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		555	555
			03/25/2022	03/25/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		145	145
			03/25/2022	03/25/2022			
Total Shares:						700	700

The AES Corporation

Meeting Date: 04/21/2022	Country: USA	Ticker: AES	Proxy Level: 3
Record Date: 02/25/2022	Meeting Type: Annual	Meeting ID: 1616799	
Primary Security ID: 00130H105	Primary CUSIP: 00130H105	Primary ISIN: US00130H1059	Primary SEDOL: 2002479
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,731	*Shares on Loan: 0	Shares Instructed: 1,731	Shares Voted: 1,731

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. Koeppel	Mgmt	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	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Maura Shaughnessy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The AES Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Although a concern is noted with respect to goal rigor under the long-term incentive program, short- and long-term incentives are sufficiently performance-based and pay and performance are reasonably aligned for the year under 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 less than one percent of the fees paid to the auditor are for non-audit purposes.							
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request 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, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,731	1,731
			03/25/2022	03/25/2022			
			Total Shares:				1,731

CenterPoint Energy, Inc.

Meeting Date: 04/22/2022	Country: USA	Ticker: CNP	Proxy Level: 3
Record Date: 02/25/2022	Meeting Type: Annual	Meeting ID: 1619749	
Primary Security ID: 15189T107	Primary CUSIP: 15189T107	Primary ISIN: US15189T1079	Primary SEDOL: 2440637
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,167	*Shares on Loan: 0	Shares Instructed: 2,167	Shares Voted: 2,167

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wendy Montoya Cloonan	Mgmt	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 Earl M. Cummings	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Christopher H. Franklin	Mgmt	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 J. Lesar	Mgmt	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 Raquelle W. 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.							
1f	Elect Director Martin H. Nesbitt	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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CenterPoint Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Theodore F. Pound	Mgmt	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 Phillip R. Smith	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Barry T. Smitherman	Mgmt	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 1.00 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the 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; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,167	2,167
			03/31/2022	03/31/2022			
			Total Shares:			2,167	2,167

Stanley Black & Decker, Inc.

Meeting Date: 04/22/2022	Country: USA	Ticker: SWK	Proxy Level: 3
Record Date: 02/24/2022	Meeting Type: Annual	Meeting ID: 1617896	
Primary Security ID: 854502101	Primary CUSIP: 854502101	Primary ISIN: US8545021011	Primary SEDOL: B3Q2FJ4
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 439	*Shares on Loan: 0	Shares Instructed: 439	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Patrick D. Campbell	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.							
1c	Elect Director Carlos M. Cardoso	Mgmt	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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Stanley Black & Decker, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	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>						
1e	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>						
1f	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>						
1g	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>						
1h	Elect Director Adrian V. 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>						
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	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 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	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 - 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	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 32.55 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>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/07/2022	Auto-Approved 04/07/2022		439	439
Total Shares:						439	439

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Meeting Date: 04/25/2022	Country: USA	Ticker: MTB	Proxy Level: 3
Record Date: 02/24/2022	Meeting Type: Annual	Meeting ID: 1621446	
Primary Security ID: 55261F104	Primary CUSIP: 55261F104	Primary ISIN: US55261F1049	Primary SEDOL: 2340168
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 336	*Shares on Loan: 0	Shares Instructed: 336	Shares Voted: 336

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John P. Barnes	Mgmt	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 Robert T. Brady	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Calvin G. Butler, 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.							
1.4	Elect Director Jane Chwick	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director William F. Cruger, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director T. Jefferson Cunningham, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Gary N. Geisel	Mgmt	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 Leslie V. Godridge	Mgmt	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 Rene F. Jones	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.10	Elect Director Richard H. Ledgett, 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.							
1.11	Elect Director Melinda R. Rich	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.12	Elect Director Robert E. Sadler, 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.							
1.13	Elect Director Denis J. Salamone	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.14	Elect Director John R. Scannell	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.							
1.15	Elect Director Rudina Seleri	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.16	Elect Director Kirk W. Walters	Mgmt	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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M&T Bank Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.17	Elect Director Herbert L. Washington	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Shareholders should continue to monitor pay outcomes in light of the degree to which discretion may ultimately influence awards. However, this concern has not resulted in a quantitative pay-for-performance misalignment for the year in review and the CEO's equity awards are largely subject to multi-year performance goals.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 2.53 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumble Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		336	336
			03/30/2022	03/30/2022			
			Total Shares:				

Schneider National, Inc.

Meeting Date: 04/25/2022	Country: USA	Ticker: SNDR	Proxy Level: 3
Record Date: 02/15/2022	Meeting Type: Annual	Meeting ID: 1618542	
Primary Security ID: 80689H102	Primary CUSIP: 80689H102	Primary ISIN: US80689H1023	Primary SEDOL: BYVN953
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 263	*Shares on Loan: 0	Shares Instructed: 263	Shares Voted: 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	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, Jyoti Chopra, James Giertz, Robert Grubbs, Robert Knight Jr., Therese Koller, 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.							
1.2	Elect Director James R. Giertz	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, Jyoti Chopra, James Giertz, Robert Grubbs, Robert Knight Jr., Therese Koller, 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.							
1.3	Elect Director Adam P. Godfrey	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, Jyoti Chopra, James Giertz, Robert Grubbs, Robert Knight Jr., Therese Koller, 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.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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, Jyoti Chopra, James Giertz, Robert Grubbs, Robert Knight Jr., Therese Koller, 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>						
1.5	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, Jyoti Chopra, James Giertz, Robert Grubbs, Robert Knight Jr., Therese Koller, 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. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, Jyoti Chopra, James Giertz, Robert Grubbs, Robert Knight Jr., Therese Koller, 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, Jyoti Chopra, James Giertz, Robert Grubbs, Robert Knight Jr., Therese Koller, 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. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for incumbent directors Adam Godfrey, Mark Rourke, Jyoti Chopra, James Giertz, Robert Grubbs, Robert Knight Jr., Therese Koller, 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, Jyoti Chopra, James Giertz, Robert Grubbs, Robert Knight Jr., Therese Koller, 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, Jyoti Chopra, James Giertz, Robert Grubbs, Robert Knight Jr., Therese Koller, 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 2.78 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	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>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/08/2022	Auto-Approved 04/08/2022		263	263

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American Electric Power Company, Inc.

Meeting Date: 04/26/2022	Country: USA	Ticker: AEP	Proxy Level: 3
Record Date: 03/01/2022	Meeting Type: Annual	Meeting ID: 1621729	
Primary Security ID: 025537101	Primary CUSIP: 025537101	Primary ISIN: US0255371017	Primary SEDOL: 2026242

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 113	*Shares on Loan: 0	Shares Instructed: 113	Shares Voted: 113

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director David J. 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.						
1.3	Elect Director J. Barnie Beasley, 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.						
1.4	Elect Director Benjamin G. S. Fowke, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Art A. Garcia	Mgmt	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 Linda A. Goodspeed	Mgmt	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 Sandra Beach Lin	Mgmt	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 Margaret M. McCarthy	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Oliver G. Richard, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.10	Elect Director Daryl Roberts	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.11	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Lewis Von Thaer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.						

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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
3	Authorize New Class of Preferred Stock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has provided sufficient reasoning for the need to amend its articles of incorporation to create and authorize for issuance a new class of preferred stock. Moreover, the preferred stock will not be issued or used for any defensive or anti-takeover purposes without prior shareholder approval.							
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. The majority of compensation continues to be conditioned on objective performance metrics with clearly disclosed goals under both the annual and long-term incentive plans. A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. The majority of compensation continues to be conditioned on objective performance metrics with clearly disclosed goals under both the annual and long-term incentive plans.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		113	113
			04/06/2022	04/06/2022			
			Total Shares:				113

Bank of America Corporation

Meeting Date: 04/26/2022	Country: USA	Ticker: BAC	Proxy Level: 3
Record Date: 03/01/2022	Meeting Type: Annual	Meeting ID: 1612629	
Primary Security ID: 060505104	Primary CUSIP: 060505104	Primary ISIN: US0605051046	Primary SEDOL: 2295677
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 16,912	*Shares on Loan: 0	Shares Instructed: 16,912	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Frank P. Bramble, Sr.	Mgmt	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 Pierre J.P. de Weck	Mgmt	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 Arnold W. Donald	Mgmt	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 Linda P. Hudson	Mgmt	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 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.							
1g	Elect Director Brian T. Moynihan	Mgmt	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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Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	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>						
1i	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>						
1j	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>						
1k	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>						
1l	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>						
1m	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>						
1n	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: Annual incentive pay determinations were guided by a wide-ranging performance assessment, but they are ultimately determined discretionally, which raises concern. Further, for consecutive years, financial factors used to assess the CEO's performance scorecard have changed without specific rationale provided. While these issues warrant continued close monitoring, there are sufficient mitigating factors. Specifically, CEO pay and company performance are aligned for the year in review, and the increase in the CEO's incentive awards directionally aligns with the company's improved financial and stock price performance. Further, the CEO's long-term equity incentives are predominantly performance-conditioned with clearly disclosed multi-year goals and a vesting design that has no upside potential. On balance of these factors, a cautionary vote FOR this proposal is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure.</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 8.35 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	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.</i>						
5	Report on Civil Rights and Nondiscrimination Audit	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company has non-discrimination, non-harassment, and non-retaliation policies in place and provides sufficient information for shareholders to assess any reverse discrimination effect the company's employee programs and training materials may be having.</i>						
6	Adopt Fossil Fuel Lending Policy Consistent with IEA's Net Zero 2050 Scenario	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.</i>						

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Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
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.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		16,632	16,632
			04/11/2022	04/11/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		280	280
			04/11/2022	04/11/2022			
Total Shares:						16,912	16,912

Centene Corporation

Meeting Date: 04/26/2022		Country: USA		Ticker: CNC		Proxy Level: 3	
Record Date: 02/25/2022		Meeting Type: Annual		Meeting ID: 1619603			
Primary Security ID: 15135B101		Primary CUSIP: 15135B101		Primary ISIN: US15135B1017		Primary SEDOL: 2807061	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 714		*Shares on Loan: 0		Shares Instructed: 714		Shares Voted: 714	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Orlando Ayala	Mgmt	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 Kenneth A. Burdick	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 H. James Dallas	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 Sarah M. London	Mgmt	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 Theodore R. Samuels	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the compensation committee demonstrated adequate responsiveness to last year's vote result and pay-for-performance concerns for the year under review are mitigated, severance payments made to two former NEOs in FY21 are excessive and neither executives' separation is clearly described in the proxy statement as an involuntary termination for which they would be entitled to such payments under an existing employment or severance agreement.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.72 percent of the fees paid to the auditor are for non-audit purposes.							
*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.							

Centene Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.							
5	Provide Right to Call Special Meeting	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the ability to call special meetings would improve shareholder rights, this is merely a request for the board to take action at a future meeting to provide a special meeting right with a 25 percent ownership threshold with otherwise undefined terms. The 25 percent ownership threshold is considered relatively high for a company of this size. Moreover, the proposed 10 percent threshold in Item 6 is considered more appropriate and it is recommended that shareholders vote in favor of Item 6.							
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights. The proposed 10 percent ownership threshold is more appropriate for a company of this size relative to the 25 percent proposed by management in Item 5, which also lacks specificity in its terms.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		714	714
			04/04/2022	04/04/2022			
			Total Shares:				714

Charter Communications, Inc.

Meeting Date: 04/26/2022	Country: USA	Ticker: CHTR	Proxy Level: 2
Record Date: 02/25/2022	Meeting Type: Annual	Meeting ID: 1622244	
Primary Security ID: 16119P108	Primary CUSIP: 16119P108	Primary ISIN: US16119P1084	Primary SEDOL: BZ6VT82
Total Ballots: 3		Voting Policy: UUA	
Votable Shares: 932	*Shares on Loan: 0	Shares Instructed: 932	Shares Voted: 932

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
Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards.							
1b	Elect Director Kim C. Goodman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1c	Elect Director Craig A. Jacobson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.							

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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 compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards.</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. A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards.</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 compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards.</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>						
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 compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards.</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 11.11 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>						

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

Charter Communications, Inc.

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	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information regarding the company'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	Disclose Climate Action Plan and 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 goals aligned with Paris Agreement goals, would allow shareholders to better assess how the company is mitigating climate change related risks.</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>							
8	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2022	Auto-Approved 04/04/2022		83	83
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 04/04/2022	Auto-Approved 04/04/2022		809	809
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/04/2022	Auto-Approved 04/04/2022		40	40
Total Shares:						932	932

Citigroup Inc.

Meeting Date: 04/26/2022	Country: USA	Ticker: C	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1621162	
Primary Security ID: 172967424	Primary CUSIP: 172967424	Primary ISIN: US1729674242	Primary SEDOL: 2297907
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 5,226	*Shares on Loan: 0	Shares Instructed: 5,226	Shares Voted: 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>							

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

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 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>						
1j	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>						
1k	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>						
1l	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>						
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: There is concern raised by annual incentive pay determinations which, although guided by wide-ranging performance assessments, are ultimately determined discretionally. Moreover, investors may question the need for additional award opportunities in furtherance of goals to address problems around risk and control, when related performance assessments resulted in incentive pay reductions in the prior year. While these issues warrant continued close monitoring, there are sufficient mitigating factors. Specifically, CEO pay and company performance are aligned for the year in review, and the increase in the CEO's incentive awards for the 2021 performance year directionally aligns with the company's modestly improved financial performance. Further, the CEO's long-term incentives are predominantly performance-conditioned with clearly disclosed multi-year goals that were recently increased. Lastly, in a supplemental filing the board has elaborated on the proxy's disclosure regarding the rationale and mechanics of the one-time awards. While the additional disclosure does not fully mitigate concerns, it does address several deficiencies in disclosure in the proxy statement. On balance of these factors, a cautionary vote FOR this proposal is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and one-time pay decisions.</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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Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Adopt Management Pay Clawback Authorization Policy	SH	Yes	Against	Against	For	For
<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>							
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	Report on Respecting Indigenous Peoples' Rights	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i>							
8	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.</i>							
9	Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company has non-discrimination, non-harassment, and non-retaliation policies in place and provides sufficient information for shareholders to assess any reverse discrimination effect the company's employee programs and training materials may be having.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2022	Auto-Approved 04/14/2022		5,226	5,226
Total Shares:						5,226	5,226

Comerica Incorporated

Meeting Date: 04/26/2022		Country: USA		Ticker: CMA		Proxy Level: 3	
Record Date: 02/25/2022		Meeting Type: Annual		Meeting ID: 1620876			
Primary Security ID: 200340107		Primary CUSIP: 200340107		Primary ISIN: US2003401070		Primary SEDOL: 2212870	
		Total Ballots: 2		Voting Policy: UUA			
Votable Shares: 349		*Shares on Loan: 0		Shares Instructed: 349		Shares Voted: 349	
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
	Voting Policy Rationale: There is gender and racial diversity on the board.				There is at least 30 percent diversity.		
1.2	Elect Director Roger A. Cregg	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board.				There is at least 30 percent diversity.		

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Comerica Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	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>						
1.4	Elect Director Nancy Flores	Mgmt	Yes	For	For	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>						
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 14.48 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: There are some concerns regarding the introduction of qualitative annual incentive metrics and the rigor of performance share goals. However, 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/01/2022	Auto-Approved 04/01/2022		286	286
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/01/2022	Auto-Approved 04/01/2022		63	63
Total Shares:						349	349

Domino's Pizza, Inc.

Meeting Date: 04/26/2022	Country: USA	Ticker: DPZ	Proxy Level: 3
Record Date: 03/02/2022	Meeting Type: Annual	Meeting ID: 1622059	
Primary Security ID: 25754A201	Primary CUSIP: 25754A201	Primary ISIN: US25754A2015	Primary SEDOL: B01SD70

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 15		*Shares on Loan: 0		Shares Instructed: 15		Shares Voted: 15	
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	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director 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.							
1.3	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.							
1.4	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.							
1.5	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.							
1.6	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.							
1.7	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.							
1.8	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.							
1.9	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.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are based entirely on an objective financial metric and performance shares are now measured over a three-year performance period.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		15	15
			04/04/2022	04/04/2022			
			Total Shares:				15

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Equity LifeStyle Properties, Inc.

Meeting Date: 04/26/2022	Country: USA	Ticker: ELS	Proxy Level: 3
Record Date: 02/18/2022	Meeting Type: Annual	Meeting ID: 1621443	
Primary Security ID: 29472R108	Primary CUSIP: 29472R108	Primary ISIN: US29472R1086	Primary SEDOL: 2563125
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 888	*Shares on Loan: 0	Shares Instructed: 888	Shares Voted: 888

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Derrick Burks	Mgmt	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 Philip Calian	Mgmt	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 David Contis	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee chair David Contis due to consecutive years of high pay to the company's chairman Samuel Zell without a reasonable rationale disclosed. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Constance Freedman	Mgmt	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 Thomas Heneghan	Mgmt	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 Marguerite Nader	Mgmt	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 Scott Peppet	Mgmt	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 Sheli Rosenberg	Mgmt	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 Samuel Zell	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young, LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		888	888
			04/05/2022	04/05/2022			
			Total Shares:				888

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Exelon Corporation

Meeting Date: 04/26/2022	Country: USA	Ticker: EXC	Proxy Level: 3
Record Date: 03/01/2022	Meeting Type: Annual	Meeting ID: 1621725	
Primary Security ID: 30161N101	Primary CUSIP: 30161N101	Primary ISIN: US30161N1019	Primary SEDOL: 2670519

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 160	*Shares on Loan: 0	Shares Instructed: 160	Shares Voted: 160

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 W. Paul Bowers	Mgmt	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 Carlos Gutierrez	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 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 John Young	Mgmt	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 9.76 percent of the fees paid to the auditor are for non-audit purposes.						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted. The majority of CEO compensation is conditioned on objective financial performance metrics, resulting in an alignment between CEO pay and company performance.						
4	Report on Use of Child Labor in Supply Chain	SH	Yes	Against	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as it is unclear how the requested report would benefit shareholders given that the production of electric vehicle batteries is not within the company's supply chain.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Exelon Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		160	160
			04/08/2022	04/08/2022			
			Total Shares:				160

First Horizon Corporation

Meeting Date: 04/26/2022	Country: USA	Ticker: FHN	Proxy Level: 3
Record Date: 02/25/2022	Meeting Type: Annual	Meeting ID: 1620454	
Primary Security ID: 320517105	Primary CUSIP: 320517105	Primary ISIN: US3205171057	Primary SEDOL: 2341484
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,690	*Shares on Loan: 0	Shares Instructed: 2,690	Shares Voted: 2,690

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	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 Kenneth A. Burdick	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 Daryl G. Byrd	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director John N. Casbon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director John C. Compton	Mgmt	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 Wendy P. 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.							
1.7	Elect Director William H. Fenstermaker	Mgmt	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 D. Bryan Jordan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director J. Michael Kemp, Sr.	Mgmt	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 Rick E. Maples	Mgmt	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 Vicki R. Palmer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.12	Elect Director Colin V. Reed	Mgmt	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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First Horizon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director E. Stewart Shea, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.14	Elect Director Cecelia D. Stewart	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.15	Elect Director Rajesh Subramaniam	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.16	Elect Director Rosa Sugranes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.17	Elect Director R. Eugene Taylor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,690	2,690
			04/05/2022	04/05/2022			
			Total Shares:				2,690

International Business Machines Corporation

Meeting Date: 04/26/2022		Country: USA		Ticker: IBM		Proxy Level: 3	
Record Date: 02/25/2022		Meeting Type: Annual		Meeting ID: 1617365			
Primary Security ID: 459200101		Primary CUSIP: 459200101		Primary ISIN: US4592001014		Primary SEDOL: 2005973	
Total Ballots: 1				Voting Policy: UUA			
Votable Shares: 727		*Shares on Loan: 0		Shares Instructed: 727		Shares Voted: 727	
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	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director David N. Farr	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Alex Gorsky	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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International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michelle J. Howard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Arvind Krishna	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Frederick 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>						
1h	Elect Director Martha E. Pollack	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Joseph R. Swedish	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Peter R. Voser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Alfred W. Zollar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.82 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. Following last year's failed say-on-pay vote the company engaged with shareholders and clearly disclosed the feedback received from shareholders regarding the prior year's one-time equity award to former NEO Whitehurst. No one-time awards were granted to NEOs during 2021, and the company states that it agrees that one-time grants should only occur in extraordinary circumstances, and that the company does not anticipate the need to provide one-time awards to its NEOs going forward. Additionally, the majority of CEO compensation remains conditioned on objective financial performance, resulting in an alignment between CEO pay and company performance. However, shareholders would benefit from improved incentive target disclosure going forward.</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	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	Report on Concealment Clauses	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because more information would help shareholders understand how the company is assessing and managing the risks of using of concealment clauses, particularly risks pertaining to age discrimination claims that have been pursued through arbitration and the related controversies.</i>						

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International Business Machines Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		727	727
			04/08/2022	04/08/2022			
			Total Shares:				

Northern Trust Corporation

Meeting Date: 04/26/2022	Country: USA	Ticker: NTRS	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1622063	
Primary Security ID: 665859104	Primary CUSIP: 665859104	Primary ISIN: US6658591044	Primary SEDOL: 2648668
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 967	*Shares on Loan: 0	Shares Instructed: 967	Shares Voted: 967

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

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Northern Trust Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Charles A. Tribbett, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Long-term equity awards are primarily performance based and utilize a multi-year performance period. However, some concern is noted regarding the largely discretionary annual incentive award.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 7.03 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		915	915
			04/01/2022	04/01/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		52	52
			04/01/2022	04/01/2022			
Total Shares:						967	967

PACCAR Inc

Meeting Date: 04/26/2022	Country: USA	Ticker: PCAR	Proxy Level: 2
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1621160	
Primary Security ID: 693718108	Primary CUSIP: 693718108	Primary ISIN: US6937181088	Primary SEDOL: 2665861
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,160	*Shares on Loan: 0	Shares Instructed: 1,160	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Dame Alison J. Carnwath	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 Franklin L. Feder	Mgmt	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 R. Preston Feight	Mgmt	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 Beth E. Ford	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Kirk S. Hachigian	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	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.							
1.8	Elect Director John M. Pigott	Mgmt	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 Ganesh Ramaswamy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.10	Elect Director Mark A. Schulz	Mgmt	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 Gregory M. E. Spierkel	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	Eliminate Supermajority Vote Requirements	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.							
3	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,160	1,160
			03/30/2022	03/30/2022			
			Total Shares:				

The Coca-Cola Company

Meeting Date: 04/26/2022	Country: USA	Ticker: KO	Proxy Level: 3
Record Date: 02/25/2022	Meeting Type: Annual	Meeting ID: 1619781	
Primary Security ID: 191216100	Primary CUSIP: 191216100	Primary ISIN: US1912161007	Primary SEDOL: 2206657
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,512	*Shares on Loan: 0	Shares Instructed: 2,512	Shares Voted: 2,512

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb 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.							
1.2	Elect Director Marc Bolland	Mgmt	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 Ana Botin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 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>						
1.9	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>						
1.10	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>						
1.11	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	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Annual incentives are primarily determined by financial growth metrics, and the majority of long-term incentives are performance-based with goals clearly disclosed. In addition, an increase in CEO pay is driven by a one-time award that is entirely performance conditioned, with fully disclosed goals that appear to be rigorous. However, disclosure around the rationale for the CEO's special award in the proxy statement is somewhat limited. Moreover, the company entered into a consulting agreement with a former NEO which provides for excessive compensation, which is considered 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 only 20.80 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Report on External Public Health Costs	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from an increased disclosures and understanding of the use of sugar in the company's products and its role in the obesity epidemic and related health concerns.</i>						
5	Report on Global Public Policy and Political Influence	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political organizations and lobbying expenditures, as well as the company's its management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits.</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>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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The Coca-Cola Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,512	2,512
			04/14/2022	04/14/2022			
			Total Shares:				

The GEO Group, Inc.

Meeting Date: 04/26/2022	Country: USA	Ticker: GEO	Proxy Level: 3
Record Date: 02/18/2022	Meeting Type: Annual	Meeting ID: 1622268	
Primary Security ID: 36162J106	Primary CUSIP: 36162J106	Primary ISIN: US36162J1060	Primary SEDOL: BNLYWQ1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 517	*Shares on Loan: 0	Shares Instructed: 517	Shares Voted: 517

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas C. Bartzokis	Mgmt	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 Jack Brewer	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Anne N. Foreman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: A WITHHOLD vote is warranted for Anne Foreman, the sole incumbent member of the Nominating and Governance Committee, due to the board's adoption of an unduly restrictive exclusive forum provision, which has not been submitted to a shareholder vote. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Jose Gordo	Mgmt	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 Scott M. Kernan	Mgmt	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 Terry Mayotte	Mgmt	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 Andrew N. Shapiro	Mgmt	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 Julie Myers Wood	Mgmt	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 George C. Zoley	Mgmt	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 Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.						

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The GEO 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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Former CEO Zoley transitioned to the role of executive chairman midyear and the company paid him a sizable severance package although he continues to be compensated at an NEO level. In addition, the company amended an agreement to provide for increased retirement benefits to Zoley. Investors may question the decision to amend the former CEO's retirement agreement, particularly as many companies are eliminating such benefits.</i>							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		517	517
			04/14/2022	04/14/2022			
Total Shares:						517	517

The Williams Companies, Inc.

Meeting Date: 04/26/2022		Country: USA		Ticker: WMB		Proxy Level: 3	
Record Date: 02/25/2022		Meeting Type: Annual		Meeting ID: 1622067			
Primary Security ID: 969457100		Primary CUSIP: 969457100		Primary ISIN: US9694571004		Primary SEDOL: 2967181	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 1,660		*Shares on Loan: 0		Shares Instructed: 1,660		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Stephen W. Bergstrom	Mgmt	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 Nancy K. Buese	Mgmt	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 Michael A. Creel	Mgmt	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 Stacey H. Dore	Mgmt	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 Richard E. Muncrief	Mgmt	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 Peter A. Ragauss	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Rose M. Robeson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director Scott D. Sheffield	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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The Williams Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Murray D. 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.							
1.11	Elect Director William H. Spence	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.12	Elect Director Jesse J. Tyson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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 9.09 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. LTI awards are predominantly performance-based with rigorous forward-looking goals disclosed and the STI is entirely based on pre-set, objective metrics.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,660	1,660
			04/12/2022	04/12/2022			
			Total Shares:				

Truist Financial Corporation

Meeting Date: 04/26/2022		Country: USA		Ticker: TFC		Proxy Level: 3	
Record Date: 02/17/2022		Meeting Type: Annual		Meeting ID: 1620459			
Primary Security ID: 89832Q109		Primary CUSIP: 89832Q109		Primary ISIN: US89832Q1094		Primary SEDOL: BKP7287	
		Total Ballots: 2		Voting Policy: UUA			
Votable Shares: 334		*Shares on Loan: 0		Shares Instructed: 334		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director K. David Boyer, 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 Agnes Bundy Scanlan	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 Anna R. Cablik	Mgmt	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 Dallas S. Clement	Mgmt	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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Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 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>						
1h	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>						
1i	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>						
1j	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>						
1k	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>						
1l	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>						
1m	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>						
1n	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>						
1o	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>						
1p	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>						
1q	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>						
1r	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>						
1s	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>						
1t	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>						
1u	Elect Director Steven C. Voorhees	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.37 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Truist Financial 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: 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 for the year in review. In particular, both the annual and long-term incentive programs are predominantly based on pre-set objective measures with outcomes commensurate with 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>							
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 terms of the employee stock purchase plan are reasonable and well-balanced.</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 board chair.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2022	Auto-Approved 04/05/2022		110	110
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/05/2022	Auto-Approved 04/05/2022		224	224
Total Shares:						334	334

United States Steel Corporation

Meeting Date: 04/26/2022	Country: USA	Ticker: X	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1620084	
Primary Security ID: 912909108	Primary CUSIP: 912909108	Primary ISIN: US9129091081	Primary SEDOL: 2824770
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 323	*Shares on Loan: 0	Shares Instructed: 323	Shares Voted: 323

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	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director David B. Burritt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Terry L. Dunlap	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 John J. Engel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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United States Steel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director John V. Faraci	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1f	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1g	Elect Director Jeh C. Johnson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1h	Elect Director Paul A. Mascarenas	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.							
1i	Elect Director Michael H. McGarry	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1j	Elect Director David S. Sutherland	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1k	Elect Director Patricia A. Tracey	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although a concern is noted, a 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 13.11 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		323	323
			04/06/2022	04/06/2022			
			Total Shares:				323

Wells Fargo & Company

Meeting Date: 04/26/2022		Country: USA		Ticker: WFC		Proxy Level: 3	
Record Date: 02/25/2022		Meeting Type: Annual		Meeting ID: 1620463			
Primary Security ID: 949746101		Primary CUSIP: 949746101		Primary ISIN: US9497461015		Primary SEDOL: 2649100	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 115		*Shares on Loan: 0		Shares Instructed: 115		Shares Voted: 115	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	Yes	For	For	For	For

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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. A vote AGAINST Chair of Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary.</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 Richard K. Davis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	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>						
1g	Elect Director CeCelia ("CeCe") G. Morken	Mgmt	Yes	For	For	For	For
	<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 R. Morris	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. A vote AGAINST Chair of Corporate Responsibility Committee Celeste Clark and Chair of the Risk Committee Maria Morris is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary.</i>						
1i	Elect Director Felicia F. Norwood	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	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>						
1k	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>						
1l	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>						
1m	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>						
1n	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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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: Following last year's low support for say-on-pay, the committee engaged with shareholders, disclosed specific feedback received, and implemented pay program changes and incremental disclosure improvements. Accordingly, the committee has demonstrated sufficient responsiveness. While the increase in CEO performance year pay is directionally aligned with improved company performance, there are ongoing concerns regarding the impact of committee discretion in ultimately determining incentive payouts, and a lack of key disclosures under the total incentive assessment. Concerns around discretion are underscored by the fact that financial accomplishments highlighted for the FY21 performance year are not entirely consistent with those highlighted in the prior year without specific rationale provided. In addition, the proxy does not disclose quantified pre-set target or maximum goals, nor per-metric weightings, which inhibits investors' ability to assess the pay-for-performance linkage. Lastly, there are ongoing concerns regarding high base salaries for the CEO and other NEOs, and the target goal for the reintroduced relative metric under the LTI program is not considered particularly rigorous. Given these concerns, a vote AGAINST this proposal is warranted.</i></p>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>							
4	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 15.72 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
5	Adopt Management Pay Clawback Authorization Policy	SH	Yes	Against	Against	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>							
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 surrounding broad-based incentive compensation programs that could lead to material losses due to excessive risk taking, given that broad-based employee incentive structures played a key role in recent high-profile controversies that caused financial and reputational harm at the company.</i></p>							
7	Report on Board Diversity	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from additional information about how the company is ensuring gender and minority representation are included in the company's board nomination.</i></p>							
8	Report on Respecting Indigenous Peoples' Rights	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i></p>							
9	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.</i></p>							
10	Oversee and Report a Racial Equity Audit	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Wells Fargo's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.</i></p>							

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Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		115	115
			04/14/2022	04/14/2022			
			Total Shares:				115

Ameriprise Financial, Inc.

Meeting Date: 04/27/2022	Country: USA	Ticker: AMP	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1622898	
Primary Security ID: 03076C106	Primary CUSIP: 03076C106	Primary ISIN: US03076C1062	Primary SEDOL: B0J7D57
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 319	*Shares on Loan: 0	Shares Instructed: 319	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Dianne Neal Blixt	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Amy DiGeso	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Lon R. Greenberg	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Robert F. Sharpe, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Brian T. Shea	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director W. Edward Walter, III	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Ameriprise Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay outcomes were ultimately aligned with performance for the year in review. However, shareholders would benefit from improved disclosure for a portion of the scorecard used to determine the annual cash incentive and shareholders should continue to monitor pay outcomes in light of the degree to which discretion may ultimately influence awards.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 5.07 percent of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		319	319
			04/08/2022	04/08/2022			
			Total Shares:				

Aptiv Plc

Meeting Date: 04/27/2022	Country: Jersey	Ticker: APTV	Proxy Level: N/A
Record Date: 03/02/2022	Meeting Type: Annual	Meeting ID: 1620450	
Primary Security ID: G6095L109	Primary CUSIP: G6095L109	Primary ISIN: JE00B783TY65	Primary SEDOL: B783TY6
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 222	*Shares on Loan: 0	Shares Instructed: 222	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Richard L. Clemmer	Mgmt	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 Nancy E. Cooper	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Joseph L. Hooley	Mgmt	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 Merit E. Janow	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 Sean O. Mahoney	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Paul M. Meister	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	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>						
1i	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>						
1j	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 15.89 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: 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 and the committee demonstrated adequate responsiveness to last year's low say-on-pay vote result.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/06/2022	Auto-Approved 04/06/2022		222	222
Total Shares:						222	222

Centennial Resource Development, Inc.

Meeting Date: 04/27/2022	Country: USA	Ticker: CDEV	Proxy Level: 3
Record Date: 03/07/2022	Meeting Type: Annual	Meeting ID: 1619265	
Primary Security ID: 15136A102	Primary CUSIP: 15136A102	Primary ISIN: US15136A1025	Primary SEDOL: BYM4Z79
	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 12,678	*Shares on Loan: 0	Shares Instructed: 12,678	Shares Voted: 12,678

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pierre F. Lapeyre, 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>						
1.2	Elect Director David M. Leuschen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Sean R. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Vidisha Prasad	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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Centennial Resource Development, 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. Positive changes to the annual incentive program in FY21 included the introduction of a more formulaic approach to annual incentives, with a majority of annual incentives based on quantitative metrics. The proxy also demonstrated improved program disclosure for qualitative metrics and above-target payouts under the program appear aligned with the company's strong performance in FY21. A majority of the CEO's long-term incentives are also performance-based and the most recent vesting cycle was forfeited, in line with TSR underperformance over the period.							
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 factor(s): - 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.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		12,678	12,678
			04/12/2022	04/12/2022			
			Total Shares:				12,678

Cigna Corporation

Meeting Date: 04/27/2022		Country: USA		Ticker: CI		Proxy Level: 3	
Record Date: 03/08/2022		Meeting Type: Annual		Meeting ID: 1622897			
Primary Security ID: 125523100		Primary CUSIP: 125523100		Primary ISIN: US1255231003		Primary SEDOL: BHJ0775	
		Total Ballots: 2		Voting Policy: UUA			
Votable Shares: 192		*Shares on Loan: 0		Shares Instructed: 192		Shares Voted: 192	
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 Neesha Hathi	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director George Kurian	Mgmt	Yes	For	For	For	For
<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 M. Mazzarella	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Mark B. McClellan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							
1j	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>							
1k	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	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>							
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 5.66 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 the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.</i>							
5	Report on Gender Pay Gap	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives.</i>							
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information comparing Cigna's public policy statements and its direct and indirect political contributions and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks from political activities conducted by its partners.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		89	89
			04/14/2022	04/14/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		103	103
			04/14/2022	04/14/2022			
Total Shares:						192	192

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CNA Financial Corporation

Meeting Date: 04/27/2022	Country: USA	Ticker: CNA	Proxy Level: 3
Record Date: 03/04/2022	Meeting Type: Annual	Meeting ID: 1622776	
Primary Security ID: 126117100	Primary CUSIP: 126117100	Primary ISIN: US1261171003	Primary SEDOL: 2204866

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 644	*Shares on Loan: 0	Shares Instructed: 644	Shares Voted: 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.</i>						
1.2	Elect Director Jose O. Montemayor	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.3	Elect Director Don M. Randel	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.4	Elect Director Andre Rice	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.5	Elect Director Dino E. Robusto	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 Dino Robusto, Kenneth Siegel, Benjamin (Ben) Tisch, Andrew Tisch, James (Jim) Tisch, and Jane Wang due to the company's lack of a formal nominating committee.</i>						
1.6	Elect Director Kenneth I. Siegel	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 Dino Robusto, Kenneth Siegel, Benjamin (Ben) Tisch, Andrew Tisch, James (Jim) Tisch, and Jane Wang due to the company's lack of a formal nominating committee.</i>						
1.7	Elect Director Andrew H. Tisch	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 Dino Robusto, Kenneth Siegel, Benjamin (Ben) Tisch, Andrew Tisch, James (Jim) Tisch, and Jane Wang due to the company's lack of a formal nominating committee.</i>						
1.8	Elect Director Benjamin J. Tisch	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 Dino Robusto, Kenneth Siegel, Benjamin (Ben) Tisch, Andrew Tisch, James (Jim) Tisch, and Jane Wang due to the company's lack of a formal nominating committee.</i>						
1.9	Elect Director James S. Tisch	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 Dino Robusto, Kenneth Siegel, Benjamin (Ben) Tisch, Andrew Tisch, James (Jim) Tisch, and Jane Wang due to the company's lack of a formal nominating committee.</i>						
1.10	Elect Director Jane J. Wang	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 Dino Robusto, Kenneth Siegel, Benjamin (Ben) Tisch, Andrew Tisch, James (Jim) Tisch, and Jane Wang due to the company's lack of a formal nominating committee.</i>						

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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
Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are goal rigor and disclosure concerns identified under the STI program: the proxy does not disclose the relative weighting of the corporate and individual performance metrics, and target goals continue to be set below the prior year's results without a clearly disclosed, compelling rationale or corresponding reduction in pay opportunity. Further, the CEO's target STI opportunity is relatively large. Structural concerns are also identified in the LTI program; although the program is entirely performance-based, the company uses the same corporate metric, goals and annual performance period utilized in the STI program, exacerbating goal rigor concerns and providing for duplicative payouts for the same performance results.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		644	644
			04/07/2022	04/07/2022			
			Total Shares:				

Herbalife Nutrition Ltd.

Meeting Date: 04/27/2022	Country: Cayman Islands	Ticker: HLF	Proxy Level: N/A
Record Date: 03/01/2022	Meeting Type: Annual	Meeting ID: 1621157	
Primary Security ID: G4412G101	Primary CUSIP: G4412G101	Primary ISIN: KYG4412G1010	Primary SEDOL: B0539H3
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 141	*Shares on Loan: 0	Shares Instructed: 141	Shares Voted: 141

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John O. Agwunobi	Mgmt	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 Michael O. 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.							
1.4	Elect Director Kevin M. Jones	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Sophie L'Helias	Mgmt	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 Alan W. LeFevre	Mgmt	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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Herbalife Nutrition Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Juan Miguel Mendoza	Mgmt	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 Don Mulligan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director Maria Otero	Mgmt	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 Tartol	Mgmt	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 PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 22.74 percent of the fees paid to the auditor are for non-audit purposes.							
4	Elect Director Celine Del Genes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		141	141
			04/19/2022	04/19/2022			
			Total Shares:				

Ingevity Corporation

Meeting Date: 04/27/2022	Country: USA	Ticker: NGVT	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1619764	
Primary Security ID: 45688C107	Primary CUSIP: 45688C107	Primary ISIN: US45688C1071	Primary SEDOL: BD4LHG4
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,568	*Shares on Loan: 0	Shares Instructed: 1,568	Shares Voted: 1,568

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean S. Blackwell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Luis Fernandez-Moreno	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director J. Michael Fitzpatrick	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Ingevity Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director John C. Fortson	Mgmt	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 H. Gulyas	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Frederick J. Lynch	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Karen G. Narwold	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Daniel F. Sansone	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned this time.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,568	1,568
			04/05/2022	04/05/2022			
			Total Shares:				1,568

Kimberly-Clark Corporation

Meeting Date: 04/27/2022	Country: USA	Ticker: KMB	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1616803	
Primary Security ID: 494368103	Primary CUSIP: 494368103	Primary ISIN: US4943681035	Primary SEDOL: 2491839
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 757	*Shares on Loan: 0	Shares Instructed: 757	Shares Voted: 757

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	Mgmt	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 John W. Culver	Mgmt	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 W. Decherd	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Michael D. Hsu	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 Mae C. Jemison	Mgmt	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 S. Todd Maclin	Mgmt	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 Deirdre A. Mahlan	Mgmt	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 Sherilyn S. McCoy	Mgmt	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 Christa S. Quarles	Mgmt	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 Jaime A. Ramirez	Mgmt	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 Dunia A. Shive	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.12	Elect Director Mark T. Smucker	Mgmt	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 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.						
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 15.04 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. Pay and performance are reasonably aligned for the year under review and incentive programs are largely tied to objective performance metrics. Although a NEO received a sizable severance payment, the payment is reasonable given that the company disclosed that the payout was in connection with an involuntary termination.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		757	757
			04/13/2022	04/13/2022			
					Total Shares:	757	757

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Marathon Petroleum Corporation

Meeting Date: 04/27/2022	Country: USA	Ticker: MPC	Proxy Level: 3
Record Date: 03/02/2022	Meeting Type: Annual	Meeting ID: 1620529	
Primary Security ID: 56585A102	Primary CUSIP: 56585A102	Primary ISIN: US56585A1025	Primary SEDOL: B3K3L40
	Total Ballots: 2	Voting Policy: UUA	
Votable Shares: 1,765	*Shares on Loan: 0	Shares Instructed: 1,765	Shares Voted: 1,765

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Evan Bayh	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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 Edward G. Galante	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Kim K.W. Rucker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.30 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Pay and performance were reasonably aligned for the year in review and the company made substantial changes to incentive programs in response to investor feedback after last year's failed say-on-pay vote. While investors may have expected a more robust commitment regarding time-based equity awards to outgoing or new executives, the committee strengthened the long-term incentive program by increasing the portion of equity grants that are strongly performance based and lengthening the performance period. Nevertheless, investors are advised to continue to monitor pay at the company, particularly any additional off-cycle awards.</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 demonstrates a commitment to shareholders' interests on the part of management.</i>							
5	Eliminate Supermajority Voting Provisions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction in the supermajority vote requirements would improve shareholder rights.</i>							
6	Amend Certificate of Incorporation 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.</i>							
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i>							
8	Amend Compensation Clawback Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the addition of reputational or other financial harm as a recoupment scenario would expand the board's ability to recoup incentive pay and the increased disclosure requirements would also better serve shareholders' informational needs.</i>							

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Marathon Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Report on Climate Strategy Consistent with ILO's "Just Transition Guidelines"	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from additional disclosure on the potential social impacts that transitioning to a low carbon economy may have on the company and its operations. Such information would allow shareholders to better assess the company's efforts to manage and mitigate those risks.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,635	1,635
			04/18/2022	04/18/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		130	130
			04/18/2022	04/18/2022			
Total Shares:						1,765	1,765

Oak Street Health, Inc.

Meeting Date: 04/27/2022		Country: USA		Ticker: OSH		Proxy Level: 3	
Record Date: 03/07/2022		Meeting Type: Annual		Meeting ID: 1622895			
Primary Security ID: 67181A107		Primary CUSIP: 67181A107		Primary ISIN: US67181A1079		Primary SEDOL: BN2XDL9	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 2,072		*Shares on Loan: 0		Shares Instructed: 2,072		Shares Voted: 2,072	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mohit Kaushal	Mgmt	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 Kim Keck	Mgmt	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 Paul Kusserow	Mgmt	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 Griffin Myers	Mgmt	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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,072	2,072
			04/08/2022	04/08/2022			

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Oak Street Health, Inc.

Total Shares: 2,072 2,072

Reynolds Consumer Products Inc.

Meeting Date: 04/27/2022	Country: USA	Ticker: REYN	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1621115	
Primary Security ID: 76171L106	Primary CUSIP: 76171L106	Primary ISIN: US76171L1061	Primary SEDOL: BKV9674
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 18,049	*Shares on Loan: 0	Shares Instructed: 18,049	Shares Voted: 18,049

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory Cole	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Cole and Ann Ziegler given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirements to enact changes to the governing documents, each of which adversely impacts shareholder rights.							
1b	Elect Director Ann Ziegler	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. The board does not include at least one minority director. WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Cole and Ann Ziegler given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirements to enact changes to the governing documents, each of which adversely impacts shareholder rights.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		18,049	18,049
			04/04/2022	04/04/2022			
			Total Shares:				18,049

Signature Bank

Meeting Date: 04/27/2022	Country: USA	Ticker: SBNY	Proxy Level: 4
Record Date: 03/08/2022	Meeting Type: Annual	Meeting ID: 1621918	
Primary Security ID: 82669G104	Primary CUSIP: 82669G104	Primary ISIN: US82669G1040	Primary SEDOL: B00JQL9

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Signature Bank

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 164	*Shares on Loan: 0	Shares Instructed: 164	Shares Voted: 164				
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Derrick D. Cephas	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. The nominee is employed full-time and sits 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 Judith A. Huntington	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Eric R. 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	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.48 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 aligned for the year in review. Annual incentives primarily rely on pre-set objective measures with reasonable disclosure of qualitative metric details. In addition, the long-term incentives are primarily performance-based, utilize multi-year performance periods, set target payouts for relative metrics at above median performance, and cap the award payouts for negative absolute results over the performance period.							
4	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
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.							
5	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.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		164	164
			04/04/2022	04/04/2022			
			Total Shares:				164

Synovus Financial Corp.

Meeting Date: 04/27/2022		Country: USA		Ticker: SNV		Proxy Level: 3	
Record Date: 02/24/2022		Meeting Type: Annual		Meeting ID: 1620877			
Primary Security ID: 87161C501		Primary CUSIP: 87161C501		Primary ISIN: US87161C5013		Primary SEDOL: BMH4NJ8	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 601		*Shares on Loan: 0		Shares Instructed: 601		Shares Voted: 601	
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

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Synovus Financial Corp.

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 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 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>						
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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.17 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		601	601
			04/04/2022	04/04/2022			
Total Shares:						601	601

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The PNC Financial Services Group, Inc.

Meeting Date: 04/27/2022	Country: USA	Ticker: PNC	Proxy Level: 3
Record Date: 02/04/2022	Meeting Type: Annual	Meeting ID: 1621554	
Primary Security ID: 693475105	Primary CUSIP: 693475105	Primary ISIN: US6934751057	Primary SEDOL: 2692665

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 820	*Shares on Loan: 0	Shares Instructed: 820	Shares Voted: 820

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 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 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>						
1d	Elect Director William S. Demchak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director 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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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>						
1k	Elect Director Bryan S. Salesky	Mgmt	Yes	For	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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Michael 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 only 1.54 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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The PNC Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory 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 concerns remain regarding the lack of disclosure and room for discretion under the annual incentive plan, which makes it difficult to determine the overall rigor of the performance metric, CEO pay and company performance remain relatively aligned as the majority of CEO pay remains conditioned on financial performance.</i>							
4	Report on Risk Management and Nuclear Weapon Industry	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional information regarding the effectiveness of PNC's risk management system would allow shareholders to better gauge how well the company is managing human rights and other risks related to the company's financing activities within the nuclear weapons industry.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/12/2022	Auto-Approved 04/12/2022		820	820
Total Shares:						820	820

Ventas Inc.

Meeting Date: 04/27/2022	Country: USA	Ticker: VTR	Proxy Level: 6
Record Date: 03/21/2022	Meeting Type: Proxy Contest	Meeting ID: 1627705	
Primary Security ID: 92276F100	Primary CUSIP: 92276F100	Primary ISIN: US92276F1003	Primary SEDOL: 2927925
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,155	*Shares on Loan: 0	Shares Instructed: 1,155	Shares Voted: 1,155

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Management Proxy (White Proxy Card)	Mgmt	No				
1.1	Elect Director Melody C. Barnes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i>							
1.2	Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i>							
1.3	Elect Director Michael J. Embler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i>							
1.4	Elect Director Matthew J. Lustig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Roxanne M. Martino	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i>						
1.6	Elect Director Marguerite M. Nader	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i>						
1.7	Elect Director Sean P. Nolan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i>						
1.8	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i>						
1.9	Elect Director Robert D. Reed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i>						
1.10	Elect Director James D. Shelton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i>						
1.11	Elect Director Maurice S. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</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. There are structural concerns identified with the STI program changes for FY21, which were implemented due to the pandemic. The program appears largely discretionary, as half of awards were earned based on individual performance and the remainder was based on corporate goals that are mostly described in qualitative terms, with minimal disclosure of pre-set, quantified targets and results. The company's rationale for this structure is not considered compelling for FY21, and the structural concerns identified are not mitigated by discretionary reductions to STI payouts. LTI program concerns are also identified, as the relative TSR metrics target merely the index without a disclosed cap in the event of negative TSR and forward-looking goals for the remaining metrics are not disclosed. Lastly, NEOs received retention awards that lack performance-vesting criteria.</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 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>						
	Dissident Proxy (Blue Proxy Card)	Mgmt	No				

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jonathan Litt	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.2	Management Nominee Melody C. Barnes	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.3	Management Nominee Debra A. Cafaro	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.4	Management Nominee Michael J. Embler	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.5	Management Nominee Matthew J. Lustig	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.6	Management Nominee Roxanne M. Martino	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.7	Management Nominee Marguerite M. Nader	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.8	Management Nominee Sean P. Nolan	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.9	Management Nominee Walter C. Rakowich	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.10	Management Nominee Robert D. Reed	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.11	Management Nominee Maurice S. Smith	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
3	Approve Omnibus Stock Plan	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Ventas Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,155	1,155
			04/18/2022	04/18/2022			
			Total Shares:				

Activision Blizzard, Inc.

Meeting Date: 04/28/2022	Country: USA	Ticker: ATVI	Proxy Level: 5
Record Date: 03/14/2022	Meeting Type: Special	Meeting ID: 1623585	
Primary Security ID: 00507V109	Primary CUSIP: 00507V109	Primary ISIN: US00507V1098	Primary SEDOL: 2575818
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 892	*Shares on Loan: 0	Shares Instructed: 892	Shares Voted: 892

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: While it is possible that the merger will not receive regulatory approval, shareholders face a potential downside risk of non-approval given ATVI's outperformance against the market, recent disappointing financial results, and ongoing investigations by federal, state, and securities authorities. Additionally, the merger consideration delivers a premium, appears fair from a valuation standpoint, and provides liquidity and certainty of value for shareholders. On balance, a vote FOR the proposed transaction is warranted.							
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: While there are some concerns regarding recent increases to the double-trigger severance entitlements for NEOs other than the CEO, the resulting amounts are not considered excessive, and no excise tax gross-ups are expected. Further, the entirety of outstanding equity awards are subject to double trigger vesting. Lastly, any additional incentive compensation that may be received by the CEO following the merger will require the board's assessment of sufficient progress on related goals. In balancing these factors, and given that the vast majority of NEOs' golden parachute payments are double-triggered, a vote FOR this proposal is warranted.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		840	840
			04/06/2022	04/06/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		52	52
			04/06/2022	04/06/2022			
Total Shares:						892	892

Avery Dennison Corporation

Meeting Date: 04/28/2022	Country: USA	Ticker: AVY	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1618798	
Primary Security ID: 053611109	Primary CUSIP: 053611109	Primary ISIN: US0536111091	Primary SEDOL: 2066408

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

Avery Dennison Corporation

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 9	*Shares on Loan: 0	Shares Instructed: 9	Shares Voted: 9				
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Anthony K. Anderson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Mitchell R. Butier	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Ken C. Hicks	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Andres A. Lopez	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Julia A. Stewart	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Martha N. Sullivan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 12.60 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		9	9
			04/04/2022	04/04/2022			
			Total Shares:				

Biohaven Pharmaceutical Holding Company Ltd.

Meeting Date: 04/28/2022	Country: Virgin Isl (UK)	Ticker: BHVN	Proxy Level: N/A
Record Date: 03/02/2022	Meeting Type: Annual	Meeting ID: 1619757	
Primary Security ID: G11196105	Primary CUSIP: G11196105	Primary ISIN: VGG111961055	Primary SEDOL: BZ8FXC4

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

Biohaven Pharmaceutical Holding Company Ltd.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 531		*Shares on Loan: 0					
Shares Instructed: 531		Shares Voted: 531					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John W. Childs	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST Gregory (Greg) Bailey and John Childs is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.							
1b	Elect Director Gregory H. Bailey	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST Gregory (Greg) Bailey and John Childs is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.							
1c	Elect Director Kishan Mehta	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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		531	531
			04/08/2022	04/08/2022			
			Total Shares:				

Corning Incorporated

Meeting Date: 04/28/2022		Country: USA		Ticker: GLW		Proxy Level: 3	
Record Date: 02/28/2022		Meeting Type: Annual		Meeting ID: 1622635			
Primary Security ID: 219350105		Primary CUSIP: 219350105		Primary ISIN: US2193501051		Primary SEDOL: 2224701	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 497		*Shares on Loan: 0		Shares Instructed: 497		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Leslie A. Brun	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 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>						
1f	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>						
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 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>						
1i	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>						
1j	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>						
1k	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>						
1l	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>						
1m	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>						
1n	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>						
1o	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; - High CEO pay in relation to company peer group CEO median pay levels; - 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>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		497	497
			04/16/2022	04/16/2022			

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Edison International

Meeting Date: 04/28/2022	Country: USA	Ticker: EIX	Proxy Level: 3
Record Date: 03/04/2022	Meeting Type: Annual	Meeting ID: 1622902	
Primary Security ID: 281020107	Primary CUSIP: 281020107	Primary ISIN: US2810201077	Primary SEDOL: 2829515

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 1,176	*Shares on Loan: 0	Shares Instructed: 1,176	Shares Voted: 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
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Michael C. Camunez	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Vanessa C.L. Chang	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director James T. Morris	Mgmt	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 Timothy T. O'Toole	Mgmt	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 Pedro J. Pizarro	Mgmt	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 Marcy L. Reed	Mgmt	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 Carey 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.						
1i	Elect Director Linda G. Stuntz	Mgmt	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 Peter J. Taylor	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 Keith Trent	Mgmt	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 14.35 percent of the fees paid to the auditor are for non-audit purposes.						

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Edison International

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
<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; and - High CEO pay in relation to company peer group CEO median pay levels.</i>							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,176	1,176
			03/28/2022	03/29/2022			
Total Shares:						1,176	1,176

Global Payments Inc.

Meeting Date: 04/28/2022	Country: USA	Ticker: GPN	Proxy Level: 3
Record Date: 03/04/2022	Meeting Type: Annual	Meeting ID: 1622022	
Primary Security ID: 37940X102	Primary CUSIP: 37940X102	Primary ISIN: US37940X1028	Primary SEDOL: 2712013
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 495	*Shares on Loan: 0	Shares Instructed: 495	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Robert H.B. Baldwin, 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 John G. Bruno	Mgmt	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 Kriss Cloninger, 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.							
1e	Elect Director Joia M. Johnson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Ruth Ann Marshall	Mgmt	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 Connie D. McDaniel	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director William B. Plummer	Mgmt	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 Jeffrey S. Sloan	Mgmt	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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Global Payments Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director John T. Turner	Mgmt	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 M. Troy Woods	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO pay increased substantially in connection with a special equity grant and larger annual-cycle long-term incentive opportunity. In addition, disclosure of performance metric targets and achieved results for long-term incentives as well as special equity awards was limited. Further, goal rigor and disclosure concerns are magnified given the relatively high long-term incentive maximum opportunity.CEO pay was outsized following a simultaneous increase to his annual cycle equity award and a special equity grant in FY21. Further, concerns regarding the limited disclosure of performance equity targets and results have not been resolved.							
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 12.69 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 the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		495	495
			04/07/2022	04/07/2022			
			Total Shares:				495

Healthpeak Properties, Inc.

Meeting Date: 04/28/2022	Country: USA	Ticker: PEAK	Proxy Level: 3
Record Date: 03/01/2022	Meeting Type: Annual	Meeting ID: 1622257	
Primary Security ID: 42250P103	Primary CUSIP: 42250P103	Primary ISIN: US42250P1030	Primary SEDOL: BJBRLK3

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 972	*Shares on Loan: 0	Shares Instructed: 972	Shares Voted: 972

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Christine N. Garvey	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director R. Kent Griffin, 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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Healthpeak Properties, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director David B. Henry	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Thomas M. Herzog	Mgmt	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 Lydia H. Kennard	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Sara 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.							
1h	Elect Director Katherine M. Sandstrom	Mgmt	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 certain concerns are noted in the qualitative analysis, a vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time.							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 14.68 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		972	972
			04/04/2022	04/04/2022			
			Total Shares:				

Intuitive Surgical, Inc.

Meeting Date: 04/28/2022		Country: USA		Ticker: ISRG		Proxy Level: 3	
Record Date: 03/01/2022		Meeting Type: Annual		Meeting ID: 1618042			
Primary Security ID: 46120E602		Primary CUSIP: 46120E602		Primary ISIN: US46120E6023		Primary SEDOL: 2871301	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 27		*Shares on Loan: 0		Shares Instructed: 27		Shares Voted: 27	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Joseph C. Beery	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Gary S. Guthart	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Don R. Kania	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Amy L. Ladd	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Alan J. Levy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Jami Dover Nachtsheim	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Monica P. Reed	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Mark J. Rubash	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentive payouts were aligned with company performance, although the lack of disclosure for half of the annual incentive plan makes it difficult to assess the level of discretion applied. While the long-term equity awards were not tied to performance conditions in FY21, the company added performance shares to the FY22 equity award.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 7.81 percent of the fees paid to the auditor are for non-audit purposes.							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		27	27
			03/31/2022	03/31/2022			
			Total Shares:				

Johnson & Johnson

Meeting Date: 04/28/2022	Country: USA	Ticker: JNJ	Proxy Level: 3
Record Date: 03/01/2022	Meeting Type: Annual	Meeting ID: 1621553	
Primary Security ID: 478160104	Primary CUSIP: 478160104	Primary ISIN: US4781601046	Primary SEDOL: 2475833

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

Total Ballots: 1 **Voting Policy:** UUA
Votable Shares: 2,000 ***Shares on Loan:** 0 **Shares Instructed:** 2,000 **Shares Voted:** 2,000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mary C. Beckerle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director D. Scott Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Ian E. L. 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 Jennifer A. Doudna	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Joaquin Duato	Mgmt	Yes	For	For	For	For
	<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 Gorsky	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1i	Elect Director Hubert Joly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Mark B. McClellan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1l	Elect Director A. Eugene 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>						
1m	Elect Director Mark A. Weinberger	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Nadja Y. West	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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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. Following low support for the 2021 say-on-pay proposal, the company engaged with shareholders, disclosed their feedback in the proxy statement, and made improvements to 2022 proxy statement disclosure to address investors' concerns. In particular, the company provided greater disclosure of the factors considered by the compensation committee relating to non-GAAP adjustments and disclosed that the board has adopted new procedures for routinely evaluating such adjustments. In addition, incentive programs remain largely performance-conditioned, and CEO pay and company performance are reasonably aligned for the year in review. Further, although incentive metrics for 2021 were adjusted to exclude litigation-related expenses, the size of the adjustment was significantly lower than in 2019 and 2020, and the company affirms that the adjustments were not related to opioid litigation. However, greater details in the proxy regarding the reconciliation of GAAP and non-GAAP metrics would be beneficial to shareholders.</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 3.95 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Adopt a Mandatory Arbitration Bylaw *Withdrawn Resolution*	SH	No				
<i>Voting Policy Rationale: This resolution was withdrawn; therefore, no vote recommendation is being made.</i>							
6	Report on a Civil Rights, Equity, Diversity and Inclusion Audit	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted since the company has sufficient information regarding its Diversity, Equity, and Inclusion programs for shareholders to assess any reverse discrimination effect the company's employee programs and training materials may be having.</i>							
7	Oversee and Report a Racial Equity Audit	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Johnson & Johnson's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.</i>							
8	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks throughout the expected lifetime of the vaccine.</i>							
9	Report on Public Health Costs of Limited Sharing of Vaccine Technology	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on the external public health costs created by not waiving IP rights would allow shareholders to better assess the impact of the company's decision and the company's management of related risks.</i>							
10	Discontinue Global Sales of Baby Powder Containing Talc	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because: - There have been numerous lawsuits and multiple personal injury claims from allegations that the company's talc products cause cancer; and - There are still potential and related risks that may arise from continuing the company's talc-based powder products.</i>							
11	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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Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
12	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as more comprehensive information comparing Johnson & Johnson's public policy statement on Universal Health Coverage and its political contributions and lobbying efforts would benefit shareholders in assessing its management of related risks.</i>							
13	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted in light of the significant shareholder concerns recently raised regarding the company's exclusion of certain litigation-related costs from the executive compensation program, along with the magnitude of recent litigation expenses and the continued exclusion of a similar expense from the 2021 incentive program. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.</i>							
14	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- Excessive pay disparities could pose risks to long-term shareholder value, and impact employee morale as well as a company's standing in the communities in which it operates</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2022	Auto-Approved 04/18/2022		2,000	2,000
Total Shares:						2,000	2,000

Littelfuse, Inc.

Meeting Date: 04/28/2022	Country: USA	Ticker: LFUS	Proxy Level: 3
Record Date: 03/01/2022	Meeting Type: Annual	Meeting ID: 1621445	
Primary Security ID: 537008104	Primary CUSIP: 537008104	Primary ISIN: US5370081045	Primary SEDOL: 2531832
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 112	*Shares on Loan: 0	Shares Instructed: 112	Shares Voted: 112

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>							

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Littelfuse, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Anthony Grillo	Mgmt	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 David W. Heinzmann	Mgmt	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 Gordon Hunter	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director William P. Noglows	Mgmt	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 Nathan Zommer	Mgmt	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 Grant Thornton 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		112	112
			04/05/2022	04/05/2022			
			Total Shares:				112

NRG Energy, Inc.

Meeting Date: 04/28/2022	Country: USA	Ticker: NRG	Proxy Level: 3
Record Date: 03/01/2022	Meeting Type: Annual	Meeting ID: 1621159	
Primary Security ID: 629377508	Primary CUSIP: 629377508	Primary ISIN: US6293775085	Primary SEDOL: 2212922
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 691	*Shares on Loan: 0	Shares Instructed: 691	Shares Voted: 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
Voting Policy Rationale: The nominee is employed full-time and sits 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 Antonio Carrillo	Mgmt	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 Matthew Carter, 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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NRG Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Lawrence S. Coben	Mgmt	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 Heather Cox	Mgmt	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 Elisabeth B. Donohue	Mgmt	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 Mauricio Gutierrez	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Paul W. Hobby	Mgmt	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 Alexandra Pruner	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 Anne C. Schaumburg	Mgmt	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 Thomas H. Weidemeyer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	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 majority of CEO pay is conditioned on objective financial performance metrics, resulting in an alignment between CEO pay and company performance.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 13.85 percent of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		601	601
			03/24/2022	03/29/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		90	90
			03/24/2022	03/29/2022			
Total Shares:						691	691

Pfizer Inc.

Meeting Date: 04/28/2022	Country: USA	Ticker: PFE	Proxy Level: 3
Record Date: 03/02/2022	Meeting Type: Annual	Meeting ID: 1622134	
Primary Security ID: 717081103	Primary CUSIP: 717081103	Primary ISIN: US7170811035	Primary SEDOL: 2684703

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

Total Ballots: 2

Voting Policy: UUA

Votable Shares: 12,741

*Shares on Loan: 0

Shares Instructed: 12,741

Shares Voted: 12,741

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Albert Bourla	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director 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 Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.16 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: 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 for the year in review. Moreover, annual incentives are primarily determined by pre-set financial metrics, and 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	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>						

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

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Congruency of Political Electioneering Expenditures with Company Values and Policies	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company discloses its political contributions to state and local candidates, leadership PACs, and trade associations. It has also recently provided a congruency report comparing its stated values with those of its major trade associations, so a report such as the one the proponent is requesting would not differ substantially from information already available</i>							
6	Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has faced recent criticism for its role in global COVID-19 vaccine inequity and additional information would allow shareholders to understand how the company is managing related risks.</i>							
7	Report on Board Oversight of Risks Related to Anticompetitive Practices	SH	Yes	Against	For	For	For
<i>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 Pfizer's involvement in related controversies.</i>							
8	Report on Public Health Costs of Limited Sharing of Vaccine Technology	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 limited sharing of vaccine technology; and - 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2022	Auto-Approved 04/19/2022		12,575	12,575
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/19/2022	Auto-Approved 04/19/2022		166	166
Total Shares:						12,741	12,741

Snap-on Incorporated

Meeting Date: 04/28/2022		Country: USA		Ticker: SNA		Proxy Level: 3	
Record Date: 02/28/2022		Meeting Type: Annual		Meeting ID: 1619481			
Primary Security ID: 833034101		Primary CUSIP: 833034101		Primary ISIN: US8330341012		Primary SEDOL: 2818740	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 286		*Shares on Loan: 0		Shares Instructed: 286		Shares Voted: 286	
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.						

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Snap-on Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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. Knueppel	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.7	Elect Director W. Dudley Lehman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.9	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.10	Elect Director Donald J. Stebbins	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is 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 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 31.06 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	Against	Against
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; 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		286	286
			04/11/2022	04/11/2022			
			Total Shares:				

The Goldman Sachs Group, Inc.

Meeting Date: 04/28/2022	Country: USA	Ticker: GS	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1622783	
Primary Security ID: 38141G104	Primary CUSIP: 38141G104	Primary ISIN: US38141G1040	Primary SEDOL: 2407966

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

The Goldman Sachs Group, Inc.

Votable Shares: 977		Total Ballots: 2	*Shares on Loan: 0		Voting Policy: UUA		Shares Instructed: 977	Shares Voted: 977
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
1a	Elect Director 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 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 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 Kimberley 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 Ellen Kullman	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary.The nominee is employed full-time and sits 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 Lakshmi 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.							
1g	Elect Director Adebayo Ogunesi	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director 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.							
1i	Elect Director David 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.							
1j	Elect Director Jan 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.							
1k	Elect Director Jessica Uhl	Mgmt	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 David Viniar	Mgmt	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 Mark Winkelman	Mgmt	Yes	For	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is 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.							

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The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: The increase in reported CEO pay is attributable to a large special award granted in FY21. The quantum and timing of the special award may raise concerns for some investors, particularly given the recent reduction in incentive pay. In addition, the annual incentive determination process continues to raise some concern, as awards are ultimately discretionarily determined. However, the value of the special of the award is more reasonable when annualized over the five-year performance period, and the award is 100 percent performance-based, with absolute TSR goals requiring significant share price appreciation. The increase in CEO performance year pay is directionally aligned with strong annual company performance and key financial metrics assessed are consistent with the prior year. In addition, following a significant increase in PSU weighting for certain NEOs, the LTI program for all NEOs is now entirely performance-conditioned, based on clearly disclosed multi-year goals. Lastly, neither the application of committee discretion nor the special award have resulted in a quantitative pay-for-performance misalignment for the year in review. On balance of these factors, a vote FOR this proposal is warranted, with caution. Close continued monitoring of pay decisions and outcomes is warranted, as the pay program's reliance on discretion and special award practices may be scrutinized, particularly if pay and performance are misaligned.</i></p>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
4	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
<p><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></p>							
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i></p>							
6	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.</i></p>							
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/16/2022	Auto-Approved 04/16/2022		952	952
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/16/2022	Auto-Approved 04/16/2022		25	25
Total Shares:						977	977

Valero Energy Corporation

Meeting Date: 04/28/2022	Country: USA	Ticker: VLO	Proxy Level: 3
Record Date: 03/03/2022	Meeting Type: Annual	Meeting ID: 1622240	
Primary Security ID: 91913Y100	Primary CUSIP: 91913Y100	Primary ISIN: US91913Y1001	Primary SEDOL: 2041364

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

Total Ballots: 2 **Voting Policy: UUA**
Votable Shares: 1,205 ***Shares on Loan: 0** **Shares Instructed: 1,205** **Shares Voted: 1,205**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred M. 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>						
1b	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>						
1c	Elect Director Joseph W. Gorder	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek 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>						
1d	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>						
1e	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>						
1f	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>						
1g	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>						
1h	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>						
1i	Elect Director Robert A. Profusek	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST Chair and CEO Joseph Gorder and Lead Director Robert Profusek are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The nominee is employed full-time and sits on 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 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>						
1k	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.12 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. CEO pay increased in FY21, primarily driven by a larger equity grant. Long-term incentives are half performance based; however, one-third of performance equity can be earned after just a one-year performance period. Additionally, performance equity continues to target merely median TSR, a goal that is not considered to be particularly rigorous, and vesting is not capped if absolute TSR is negative. Investors are also advised to monitor the new ESG modifiers in the long-term incentive program, which have resulted in maximum-level adjustments to both of the completed cycles where the modifiers have been applied. Furthermore, CEO pay is high not only relative to company performance compared to the company's peers, but also in relation to company peer group CEO median pay levels.</i>						

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Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Disclose Climate Action Plan and GHG Emissions Reduction Targets	SH	Yes	Against	For	For	For
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.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,075	1,075
			04/16/2022	04/16/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		130	130
			04/16/2022	04/16/2022			
Total Shares:						1,205	1,205

Abbott Laboratories

Meeting Date: 04/29/2022		Country: USA		Ticker: ABT		Proxy Level: 3	
Record Date: 03/02/2022		Meeting Type: Annual		Meeting ID: 1622903			
Primary Security ID: 002824100		Primary CUSIP: 002824100		Primary ISIN: US0028241000		Primary SEDOL: 2002305	
		Total Ballots: 2		Voting Policy: UUA			
Votable Shares: 3,102		*Shares on Loan: 0		Shares Instructed: 3,102		Shares Voted: 3,102	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits 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 Sally E. Blount	Mgmt	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 B. Ford	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Paola Gonzalez	Mgmt	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 Michelle A. Kumbier	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Darren W. McDew	Mgmt	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 Nancy McKinstry	Mgmt	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 William A. Osborn	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>							
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	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							
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 19.33 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The majority of pay is conditioned on objective financial performance metrics resulting in an alignment between CEO pay and company 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 further enhance shareholders' existing right to call special meetings.</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>							
6	Adopt Policy on 10b5-1 Plans	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted. The proposed safeguards would improve the principles of the 10b5-1 plans held by the company and are not considered overly burdensome.</i>							
7	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as 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>							
8	Report on Public Health Costs of Antimicrobial Resistance	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 antimicrobial products; and - 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,002	3,002
			04/16/2022	04/16/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		100	100
			04/16/2022	04/16/2022			
Total Shares:						3,102	3,102

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Corteva, Inc.

Meeting Date: 04/29/2022	Country: USA	Ticker: CTVA	Proxy Level: 3
Record Date: 03/07/2022	Meeting Type: Annual	Meeting ID: 1622880	
Primary Security ID: 22052L104	Primary CUSIP: 22052L104	Primary ISIN: US22052L1044	Primary SEDOL: BK73B42

Total Ballots: 1	Voting Policy: UUA
Votable Shares: 57	Shares Instructed: 57
*Shares on Loan: 0	Shares Voted: 57

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 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>							
1c	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>							
1d	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>							
1e	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>							
1f	Elect Director Michael O. Johanns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director 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>							
1h	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>							
1i	Elect Director Charles V. Magro	Mgmt	Yes	For	For	For	For
<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 R. Nayyar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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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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 1.83 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		57	57
			04/11/2022	04/11/2022			
Total Shares:						57	57

Meeting Date: 04/29/2022	Country: USA	Ticker: CYRX	Proxy Level: 3
Record Date: 03/02/2022	Meeting Type: Annual	Meeting ID: 1622385	
Primary Security ID: 229050307	Primary CUSIP: 229050307	Primary ISIN: US2290503075	Primary SEDOL: BY2ZKK0
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,530	*Shares on Loan: 0	Shares Instructed: 1,530	Shares Voted: 1,530

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Richard Berman	Mgmt	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 Daniel Hancock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Robert Hariri	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director 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	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 14.42 percent of the fees paid to the auditor are for non-audit purposes.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,530	1,530
			04/06/2022	04/06/2022			
			Total Shares:			1,530	1,530

Graco Inc.

Meeting Date: 04/29/2022		Country: USA		Ticker: GGG		Proxy Level: 3	
Record Date: 02/28/2022		Meeting Type: Annual		Meeting ID: 1621621			
Primary Security ID: 384109104		Primary CUSIP: 384109104		Primary ISIN: US3841091040		Primary SEDOL: 2380443	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 322		*Shares on Loan: 0		Shares Instructed: 322		Shares Voted: 322	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric P. Etchart	Mgmt	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 Jody H. Feragen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director J. Kevin Gilligan	Mgmt	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 9.06 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: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.						
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		322	322
			04/08/2022	04/08/2022			
			Total Shares:			322	322

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Meeting Date: 04/29/2022	Country: USA	Ticker: JBGS	Proxy Level: 3
Record Date: 02/28/2022	Meeting Type: Annual	Meeting ID: 1622259	
Primary Security ID: 46590V100	Primary CUSIP: 46590V100	Primary ISIN: US46590V1008	Primary SEDOL: BD3BX01
	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100	Shares Voted: 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 nominee is employed full-time and sits on 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 Scott A. Estes	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 Alan S. Forman	Mgmt	Yes	For	For	For	For
	<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 Charles E. Haldeman, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director W. Matthew 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 Alisa M. Mall	Mgmt	Yes	For	For	For	For
	<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 A. Melton	Mgmt	Yes	For	For	For	For
	<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 J. Mulrow	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 D. Ellen Shuman	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 Robert 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>						
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. There are significant concerns regarding special awards granted to NEOs in FY21. Half of the award vests solely over time; the remainder vests based on stock price goals that do not require long-term sustained share price appreciation or relative outperformance. Further, the award was granted prior to the end of the performance period for special awards granted in 2018, raising concerns over the repeated use of off-cycle grants to augment regular pay opportunities. It is also difficult to assess the rigor of non-financial goals in the STI program by which NEOs received maximum payouts despite poor annual financial performance. NEOs received sizable special awards within three years of a prior special grant, of which half vests solely over time and the remainder vests based on stock price goals that do not require long-term sustained share price appreciation or relative outperformance</i>						

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JBG SMITH Properties

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	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.65 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2022	Auto-Approved 04/14/2022		100	100
Total Shares:						100	100

Kellogg Company

Meeting Date: 04/29/2022	Country: USA	Ticker: K	Proxy Level: 3
Record Date: 03/01/2022	Meeting Type: Annual	Meeting ID: 1615443	
Primary Security ID: 487836108	Primary CUSIP: 487836108	Primary ISIN: US4878361082	Primary SEDOL: 2486813
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 478	*Shares on Loan: 0	Shares Instructed: 478	Shares Voted: 478

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rod Gillum	Mgmt	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 Mary Laschinger	Mgmt	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 Erica Mann	Mgmt	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 Carolyn Tastad	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 9.65 percent of the fees paid to the auditor are for non-audit purposes.							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							

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Kellogg Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Consider Pay Disparity Between CEO 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		478	478
			04/18/2022	04/18/2022			
Total Shares:						478	478

Regency Centers Corporation

Meeting Date: 04/29/2022		Country: USA		Ticker: REG		Proxy Level: 3	
Record Date: 03/10/2022		Meeting Type: Annual		Meeting ID: 1622643			
Primary Security ID: 758849103		Primary CUSIP: 758849103		Primary ISIN: US7588491032		Primary SEDOL: 2726177	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 15		*Shares on Loan: 0		Shares Instructed: 15		Shares Voted: 15	
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	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Bryce Blair	Mgmt	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 C. Ronald Blankenship	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Deirdre J. Evens	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Thomas W. Furphy	Mgmt	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 Karin M. Klein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Peter D. Linneman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director David P. O'Connor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Lisa Palmer	Mgmt	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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Regency Centers Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director James H. Simmons, 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.							
1k	Elect Director Thomas G. Wattles	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and equity awards are chiefly performance conditioned.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 15.59 percent of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		15	15
			04/04/2022	04/04/2022			
			Total Shares:				15

Saia, Inc.

Meeting Date: 04/29/2022	Country: USA	Ticker: SAIA	Proxy Level: 3
Record Date: 03/04/2022	Meeting Type: Annual	Meeting ID: 1623214	
Primary Security ID: 78709Y105	Primary CUSIP: 78709Y105	Primary ISIN: US78709Y1055	Primary SEDOL: 2982399
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 467	*Shares on Loan: 0	Shares Instructed: 467	Shares Voted: 467

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin A. Henry	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Frederick J. Holzgrefe, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Donald R. 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.							
1.4	Elect Director Richard D. O'Dell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	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.							
4	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the requested increase in authorized shares is reasonable and there are no significant concerns about the company's past use of shares.							
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		467	467
			04/11/2022	04/11/2022			
			Total Shares:				

Teleflex Incorporated

Meeting Date: 04/29/2022	Country: USA	Ticker: TFX	Proxy Level: 3
Record Date: 03/04/2022	Meeting Type: Annual	Meeting ID: 1629059	
Primary Security ID: 879369106	Primary CUSIP: 879369106	Primary ISIN: US8793691069	Primary SEDOL: 2881407
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 56	*Shares on Loan: 0	Shares Instructed: 56	Shares Voted: 56

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John C. Heinmiller	Mgmt	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 Andrew A. Krakauer	Mgmt	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 Neena M. Patil	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are almost entirely performance-based. However, some concerns are noted regarding the structure of the long-term equity awards, including the primarily time-based composition and utilization of annual performance periods.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 11.19 percent of the fees paid to the auditor are for non-audit purposes.							

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Teleflex Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4A	Approve the Amended and Restated Bylaws for the Phased-In Declassification of 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.							
4B	Approve the Amended and Restated Certificate of Incorporation for the Phased-In Declassification of 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.							
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 shareholder rights.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		56	56
			04/07/2022	04/07/2022			
			Total Shares:				56

Berkshire Hathaway Inc.

Meeting Date: 04/30/2022	Country: USA	Ticker: BRK.B	Proxy Level: 2
Record Date: 03/02/2022	Meeting Type: Annual	Meeting ID: 1619748	
Primary Security ID: 084670702	Primary CUSIP: 084670702	Primary ISIN: US0846707026	Primary SEDOL: 2073390
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,627	*Shares on Loan: 0	Shares Instructed: 2,627	Shares Voted: 2,627

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Charles T. Munger	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Gregory E. Abel	Mgmt	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 Howard G. Buffett	Mgmt	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 Susan A. Buffett	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Stephen B. Burke	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains 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 is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.7	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains 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 is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.8	Elect Director Christopher C. Davis	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.9	Elect Director Susan L. Decker	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains 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 is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.10	Elect Director David S. Gottesman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains 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 is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.11	Elect Director Charlotte Guyman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains 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 is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.12	Elect Director Ajit Jain	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.13	Elect Director Ronald L. Olson	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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Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.14	Elect Director Wallace R. Weitz	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.							
1.15	Elect Director Meryl B. Witmer	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Chair and CEO Warren Buffett, Lead Independent Director and Audit Committee Chair Susan Decker, Audit Committee member Meryl Witmer, Director and Vice-Chairman of insurance operations Ajit Jain, and Director and Vice Chairman of non-insurance operations Gregory Abel as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. 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.							
2	Require Independent Board Chair	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional independent oversight via an independent board chair. There are concerns over the company's governance structure and practices, the lack of detail provided for the lead director role, and the expected board leadership structure following the inevitable succession process does not lessen the necessity of additional independent oversight at this time.							
3	Report on Climate-Related Risks and Opportunities	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as an assessment of the company's management of 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.							
4	Report on GHG Emissions Reduction Targets	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted at this time because: - The requested report would allow shareholders to better evaluate how the company is managing emissions from Berkshire's insurance group; - The company is lagging its peers which have made public commitments; and - The report may help the company prepare for future climate regulations.							
5	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Yes	Against	For	For	For
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,627	2,627
			04/27/2022	04/27/2022			
			Total Shares:				2,627

Aflac Incorporated

Meeting Date: 05/02/2022	Country: USA	Ticker: AFL	Proxy Level: 3
Record Date: 02/22/2022	Meeting Type: Annual	Meeting ID: 1622055	
Primary Security ID: 001055102	Primary CUSIP: 001055102	Primary ISIN: US0010551028	Primary SEDOL: 2026361

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 1,250		*Shares on Loan: 0		Shares Instructed: 1,250		Shares Voted: 1,250	
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director W. Paul Bowers	Mgmt	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 Arthur R. Collins	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 Toshihiko Fukuzawa	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Thomas J. Kenny	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Georgette D. Kiser	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 Karole F. Lloyd	Mgmt	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 Nobuchika Mori	Mgmt	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 Joseph L. Moskowitz	Mgmt	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 Barbara K. Rimer	Mgmt	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 Katherine T. Rohrer	Mgmt	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 majority of CEO compensation remains conditioned on clearly disclosed financial performance objectives and CEO pay and company performance remain reasonably aligned.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,250	1,250
			03/30/2022	03/31/2022			
			Total Shares:				

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Carvana Co.

Meeting Date: 05/02/2022	Country: USA	Ticker: CVNA	Proxy Level: 3
Record Date: 03/03/2022	Meeting Type: Annual	Meeting ID: 1624598	
Primary Security ID: 146869102	Primary CUSIP: 146869102	Primary ISIN: US1468691027	Primary SEDOL: BYQHPG3
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,066	*Shares on Loan: 0	Shares Instructed: 1,066	Shares Voted: 1,066

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dan Quayle	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Dan Quayle and Gregory Sullivan given the problematic capital structure and the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Gregory Sullivan	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Dan Quayle and Gregory Sullivan given the problematic capital structure and the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 23.17 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		1,066	1,066
			04/13/2022	04/13/2022			
			Total Shares:				1,066

Eli Lilly and Company

Meeting Date: 05/02/2022	Country: USA	Ticker: LLY	Proxy Level: 3
Record Date: 02/22/2022	Meeting Type: Annual	Meeting ID: 1622882	
Primary Security ID: 532457108	Primary CUSIP: 532457108	Primary ISIN: US5324571083	Primary SEDOL: 2516152
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 455	*Shares on Loan: 0	Shares Instructed: 455	Shares Voted: 455

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph Alvarez	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 Kimberly H. 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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Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	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>							
2	Advisory 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 appear to be entirely performance-based, with performance equity utilizing multi-year performance periods. However, relative TSR awards pay the target award for median performance and lack a payout cap for negative absolute results.</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 12.57 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 Voting Provisions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a more meaningful voice in various governance matters 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	Amend Articles of Incorporation to Allow Shareholders to Amend Bylaws	Mgmt	Yes	For	For	For	For
<i>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.</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 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>							
9	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as more comprehensive information comparing Eli Lilly's public policy statements and lobbying efforts would benefit shareholders in assessing its management of related risks.</i>							
10	Report on Board Oversight of Risks Related to Anticompetitive Pricing Strategies	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company faces substantial controversies over anticompetitive practices and the requested proposal may provide shareholders with valuable information and help the company address these risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		455	455
			04/20/2022	04/20/2022			
			Total Shares:				455

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Planet Fitness, Inc.

Meeting Date: 05/02/2022	Country: USA	Ticker: PLNT	Proxy Level: 3
Record Date: 03/07/2022	Meeting Type: Annual	Meeting ID: 1623646	
Primary Security ID: 72703H101	Primary CUSIP: 72703H101	Primary ISIN: US72703H1014	Primary SEDOL: BYSFJV8

	Total Ballots: 2	Voting Policy: UUA	
Votable Shares: 2,197	*Shares on Loan: 0	Shares Instructed: 2,197	Shares Voted: 2,197

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Craig Benson	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Craig Benson, Cambria (Cammie) Dunaway, and Christopher Tanco 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 Cammie Dunaway	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Craig Benson, Cambria (Cammie) Dunaway, and Christopher Tanco 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.							
1.3	Elec Director Christopher Tanco	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Craig Benson, Cambria (Cammie) Dunaway, and Christopher Tanco 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.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 8.37 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 given that significant concerns regarding the structure of the pay program were identified for the year under review. In particular, although the annual incentive for the CEO is generally based on pre-set, objective measures, the STI plan provides for additional payouts if the bonus funding pool is not fully utilized. For FY21, the application of this practice under the STI plan resulted in the CEO's receiving a significant increase in his bonus payments outside of the formulaic determination of 1H 2021 and 2H 2022 performance outcomes. Furthermore, the committee granted entirely time-vesting equity in FY21 and supplanted in-flight PSU awards that were unlikely to be earned with time-vesting grants. These actions are not generally viewed as a reasonable reaction to account for the impact of the COVID-19 pandemic.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		228	228
			04/20/2022	04/20/2022			
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,969	1,969
			04/20/2022	04/20/2022			
Total Shares:						2,197	2,197

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Meeting Date: 05/02/2022	Country: USA	Ticker: BLD	Proxy Level: 3
Record Date: 03/03/2022	Meeting Type: Annual	Meeting ID: 1624604	
Primary Security ID: 89055F103	Primary CUSIP: 89055F103	Primary ISIN: US89055F1030	Primary SEDOL: BZ0P3W2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 425	*Shares on Loan: 0	Shares Instructed: 425	Shares Voted: 425

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	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Ernesto Bautista, 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.							
1c	Elect Director Robert M. 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.							
1d	Elect Director Joseph S. Cantie	Mgmt	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 Tina M. Donikowski	Mgmt	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 Mark A. Petrarca	Mgmt	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 Nancy M. Taylor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 4.31 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: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time. The company exhibited strong performance, leading to an above target payout under the STIP and the LTI utilizes performance-based awards with reasonable metrics.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		425	425
			04/06/2022	04/06/2022			
			Total Shares:				

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American Express Company

Meeting Date: 05/03/2022	Country: USA	Ticker: AXP	Proxy Level: 3
Record Date: 03/07/2022	Meeting Type: Annual	Meeting ID: 1622793	
Primary Security ID: 025816109	Primary CUSIP: 025816109	Primary ISIN: US0258161092	Primary SEDOL: 2026082

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 476	*Shares on Loan: 0	Shares Instructed: 476	Shares Voted: 476

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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Lisa W. Wardell	Mgmt	Yes	For	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 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 3.81 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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American Express 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, with caution. Shareholders would continue to benefit from improved disclosure under the bonus program and should continue to monitor pay outcomes in light of the large subjective component used to determine incentive pay. Nonetheless, pre-set financial goals determine the bulk of the bonus and a majority of equity awards for the 2021 performance year were subject to rigorous, multi-year performance-goals.							
4	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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		476	476
			04/18/2022	04/18/2022			
			Total Shares:				476

Baxter International Inc.

Meeting Date: 05/03/2022	Country: USA	Ticker: BAX	Proxy Level: 4
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1623465	
Primary Security ID: 071813109	Primary CUSIP: 071813109	Primary ISIN: US0718131099	Primary SEDOL: 2085102
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 684	*Shares on Loan: 0	Shares Instructed: 684	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Thomas F. Chen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Peter S. Hellman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Patricia B. 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.							
1f	Elect Director Stephen N. Oesterle	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 Nancy M. Schlichting	Mgmt	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 Cathy R. 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.							

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Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Albert P.L. Stroucken	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Amy A. Wendell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director David S. Wilkes	Mgmt	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 - High CEO pay relative to company performance compared to the company's peers.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							
4	Provide Right to Act by Written Consent	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would give shareholders an additional means to act on matters between annual meetings.							
5	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	Mgmt	Yes	For	For	For	For
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.							
6	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	SH	Yes	Against	For	For	For
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 while the risk of abuse of the right would remain small.							
7	Require Independent Board Chair	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		684	684
			04/22/2022	04/22/2022			
			Total Shares:				684

Bristol-Myers Squibb Company

Meeting Date: 05/03/2022	Country: USA	Ticker: BMY	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1625274	
Primary Security ID: 110122108	Primary CUSIP: 110122108	Primary ISIN: US1101221083	Primary SEDOL: 2126335

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

Bristol-Myers Squibb Company

Total Ballots: 2			Voting Policy: UUA				
Votable Shares: 2,361		*Shares on Loan: 0	Shares Instructed: 2,361			Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1B	Elect Director Giovanni Caforio	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1C	Elect Director Julia A. Haller	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 Manuel Hidalgo Medina	Mgmt	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 Paula A. Price	Mgmt	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 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.							
1G	Elect Director Theodore R. Samuels	Mgmt	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 Gerald L. Storch	Mgmt	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 Karen H. Vousden	Mgmt	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 Phyllis R. Yale	Mgmt	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: 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.							
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 6.63 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. Lowering the ownership threshold from 15 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.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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Bristol-Myers Squibb Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,237	2,237
			04/11/2022	04/11/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		124	124
			04/11/2022	04/11/2022			
Total Shares:						2,361	2,361

Edwards Lifesciences Corporation

Meeting Date: 05/03/2022	Country: USA	Ticker: EW	Proxy Level: 3
Record Date: 03/09/2022	Meeting Type: Annual	Meeting ID: 1624085	
Primary Security ID: 28176E108	Primary CUSIP: 28176E108	Primary ISIN: US28176E1082	Primary SEDOL: 2567116
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3,629	*Shares on Loan: 0	Shares Instructed: 3,629	Shares Voted: 3,629

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Leslie S. Heisz	Mgmt	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 Paul A. LaViolette	Mgmt	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 Steven R. Loranger	Mgmt	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 Martha H. Marsh	Mgmt	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 Michael A. Mussallem	Mgmt	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 Ramona Sequeira	Mgmt	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 Nicholas J. Valeriani	Mgmt	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 10.76 percent of the fees paid to the auditor are for non-audit purposes.							

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Edwards Lifesciences Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		3,629	3,629
			04/11/2022	04/11/2022			
Total Shares:						3,629	3,629

Fortune Brands Home & Security, Inc.

Meeting Date: 05/03/2022		Country: USA		Ticker: FBHS		Proxy Level: 3	
Record Date: 03/04/2022		Meeting Type: Annual		Meeting ID: 1623424			
Primary Security ID: 34964C106		Primary CUSIP: 34964C106		Primary ISIN: US34964C1062		Primary SEDOL: B3MC7D6	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 100		*Shares on Loan: 0		Shares Instructed: 100		Shares Voted: 100	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan S. Kilsby	Mgmt	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 Amit Banati	Mgmt	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 Irial Finan	Mgmt	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 7.39 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: A vote FOR this proposal is warranted as the company continues to condition the majority of its compensation on objective financial performance metrics, which resulted in a reasonable alignment between CEO pay and company performance for the year in review.							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			04/11/2022	04/11/2022			
Total Shares:						100	100

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Hubbell Incorporated

Meeting Date: 05/03/2022	Country: USA	Ticker: HUBB	Proxy Level: 3
Record Date: 03/04/2022	Meeting Type: Annual	Meeting ID: 1623467	
Primary Security ID: 443510607	Primary CUSIP: 443510607	Primary ISIN: US4435106079	Primary SEDOL: BDFG6S3

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

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	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 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.						
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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		203	203
			04/13/2022	04/13/2022			
			Total Shares:				203

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CME Group Inc.

Meeting Date: 05/04/2022	Country: USA	Ticker: CME	Proxy Level: 3
Record Date: 03/07/2022	Meeting Type: Annual	Meeting ID: 1622215	
Primary Security ID: 12572Q105	Primary CUSIP: 12572Q105	Primary ISIN: US12572Q1058	Primary SEDOL: 2965839

	Total Ballots: 2	Voting Policy: UUA	
Votable Shares: 407	*Shares on Loan: 0	Shares Instructed: 407	Shares Voted: 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
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director Timothy S. Bitsberger	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1c	Elect Director Charles P. Carey	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1d	Elect Director Dennis H. Chookaszian	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Bryan T. Durkin	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1f	Elect Director Ana Dutra	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1g	Elect Director Martin J. Gepsman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1h	Elect Director Larry G. Gerdes	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1i	Elect Director Daniel R. Glickman	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1j	Elect Director Daniel G. Kaye	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1k	Elect Director Phyllis M. Lockett	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1l	Elect Director Deborah J. Lucas	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1m	Elect Director Terry L. Savage	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1n	Elect Director Rahael Seifu	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1o	Elect Director William R. Shepard	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						

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CME Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 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 due to the following concerns: - 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; - The company provided the CEO with a \$5 million discretionary bonus in connection with extending the term of his employment agreement for one year, and the proxy does not disclose any clawback or repayment provisions if he were to resign or retire; and - The annual pay program's goal setting is concerning. The financial metric target used in the annual bonus was set below the prior year's actual performance for the third consecutive year without a compelling rationale disclosed or a corresponding reduction in pay opportunity. Goal setting concerns also exist in the LTI program, as performance equity merely targets median 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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/14/2022	Auto-Approved 04/14/2022		340	340
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/14/2022	Auto-Approved 04/14/2022		67	67
Total Shares:						407	407

CSX Corporation

Meeting Date: 05/04/2022	Country: USA	Ticker: CSX	Proxy Level: 3
Record Date: 03/08/2022	Meeting Type: Annual	Meeting ID: 1624028	
Primary Security ID: 126408103	Primary CUSIP: 126408103	Primary ISIN: US1264081035	Primary SEDOL: 2160753

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

Total Ballots: 2		Voting Policy: UUA		Votable Shares: 2,001		*Shares on Loan: 0		Shares Instructed: 2,001		Shares Voted: 2,001	
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	Against	Against				
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>											
1f	Elect Director David 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>											
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 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. The committee used discretion for the second consecutive year to increase the CEO's annual incentive payout. While the FY20 adjustment was clearly explained and related to the COVID-19 pandemic, this year's proxy provided limited rationale regarding the committee's decision to again use discretion to increase payouts. Further, FY20 bonuses remained below target opportunities, while the FY21 adjustment increased the payout to maximum-level. This also came in the same year as an increase to the CEO's salary and bonus target. Many investors may question the decision to use discretion to adjust payouts in consecutive years, particularly with limited rationale. Furthermore, CEO pay is high relative not only to company performance compared to the company's peers, but also to company peer group CEO median pay levels.</i>											

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,836	1,836
			04/11/2022	04/11/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		165	165
			04/11/2022	04/11/2022			
Total Shares:						2,001	2,001

Enbridge Inc.

Meeting Date: 05/04/2022	Country: Canada	Ticker: ENB	Proxy Level: 3
Record Date: 03/09/2022	Meeting Type: Annual	Meeting ID: 1606607	
Primary Security ID: 29250N105	Primary CUSIP: 29250N105	Primary ISIN: CA29250N1050	Primary SEDOL: 2466149
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 125	*Shares on Loan: 0	Shares Instructed: 125	Shares Voted: 125

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mayank M. Ashar	Mgmt	Yes	For	For	For	For
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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.							
1.2	Elect Director Gaurdie E. Banister	Mgmt	Yes	For	For	For	For
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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.							
1.3	Elect Director Pamela L. Carter	Mgmt	Yes	For	For	For	For
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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.							
1.4	Elect Director Susan M. Cunningham	Mgmt	Yes	For	For	For	For
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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Gregory L. Ebel	Mgmt	Yes	For	For	Withhold	Withhold
<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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>							
1.6	Elect Director Jason B. Few	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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>							
1.7	Elect Director Teresa S. Madden	Mgmt	Yes	For	For	Withhold	Withhold
<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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>							
1.8	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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>							
1.9	Elect Director Stephen S. Poloz	Mgmt	Yes	For	For	Withhold	Withhold
<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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>							
1.10	Elect Director S. Jane Rowe	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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>							
1.11	Elect Director Dan C. Tutchter	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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>							

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Enbridge Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Steven W. Williams	Mgmt	Yes	For	For	For	For
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 WITHHOLD for incumbent nominating committee members Teresa Madden and Stephen Poloz for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.							
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 (11 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.							
Shareholder Proposal		Mgmt	No				
4	Strengthen the Company's Net Zero Commitment with a Science-Based Net Zero Target	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as enhancing the company's current commitments to net zero activities will help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		125	125
			04/06/2022	04/06/2022			
			Total Shares:				

Gilead Sciences, Inc.

Meeting Date: 05/04/2022	Country: USA	Ticker: GILD	Proxy Level: 4
Record Date: 03/15/2022	Meeting Type: Annual	Meeting ID: 1625267	
Primary Security ID: 375558103	Primary CUSIP: 375558103	Primary ISIN: US3755581036	Primary SEDOL: 2369174
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,644	*Shares on Loan: 0	Shares Instructed: 1,644	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Jeffrey A. Bluestone	Mgmt	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 Sandra J. Horning	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>						
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	For	For
	<i>Voting Policy Rationale: 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 Walters	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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 15.68 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concern regarding incentive goal rigor is raised, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Require Independent Board 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>						
6	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>						
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i>						
8	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as more comprehensive information on Gilead's public policy positions and the congruence between those positions and those of its lobbying partners would benefit shareholders in assessing its management of related risks.</i>						
9	Report on Board Oversight of Risks Related to Anticompetitive Practices	SH	Yes	Against	For	For	For
	<i>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 Gilead's involvement in related controversies.</i>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,644	1,644
			04/22/2022	04/22/2022			
			Total Shares:				1,644

International Flavors & Fragrances Inc.

Meeting Date: 05/04/2022	Country: USA	Ticker: IFF	Proxy Level: 3
Record Date: 03/08/2022	Meeting Type: Annual	Meeting ID: 1626057	
Primary Security ID: 459506101	Primary CUSIP: 459506101	Primary ISIN: US4595061015	Primary SEDOL: 2464165
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 274	*Shares on Loan: 0	Shares Instructed: 274	Shares Voted: 274

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Edward D. Breen	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 Barry A. Bruno	Mgmt	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 Clyburn	Mgmt	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 Carol Anthony (John) 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.							
1f	Elect Director Michael L. Ducker	Mgmt	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 Roger W. Ferguson, 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 John F. Ferraro	Mgmt	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 Christina Gold	Mgmt	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 Ilene Gordon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Matthias J. Heinzl	Mgmt	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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International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Dale F. Morrison	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1m	Elect Director Kare Schultz	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1n	Elect Director Stephen Williamson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 2.10 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: After 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. Furthermore, outcomes under the annual and long-term incentive programs are commensurate with company performance and shareholder outcomes. Additionally, although the committee has historically benchmarked pay above the median of comparable peers, it states that it will adopt a median compensation strategy for 2022.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		274	274
			04/12/2022	04/12/2022			
			Total Shares:				

MGM Resorts International

Meeting Date: 05/04/2022	Country: USA	Ticker: MGM	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1626252	
Primary Security ID: 552953101	Primary CUSIP: 552953101	Primary ISIN: US5529531015	Primary SEDOL: 2547419
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 278	*Shares on Loan: 0	Shares Instructed: 278	Shares Voted: 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
Voting Policy Rationale: The nominee is employed full-time and sits 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 Alexis M. Herman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director William J. Hornbuckle	Mgmt	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 Mary Chris Jammet	Mgmt	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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MGM Resorts International

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Joey Levin	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Rose McKinney-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.						
1g	Elect Director Keith A. Meister	Mgmt	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 Salem	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Gregory M. Spierkel	Mgmt	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 Jan G. Swartz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Daniel J. Taylor	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 10.38 percent of the fees paid to the auditor are for non-audit purposes.						
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. While concerns were noted regarding the largely discretionary annual incentive plan, the proxy states that the 2022 annual incentive awards will be based primarily on an adjusted EBITDAR metric.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		278	278
			04/12/2022	04/12/2022			
			Total Shares:				278

Molina Healthcare, Inc.

Meeting Date: 05/04/2022	Country: USA	Ticker: MOH	Proxy Level: 3
Record Date: 03/07/2022	Meeting Type: Annual	Meeting ID: 1624169	
Primary Security ID: 60855R100	Primary CUSIP: 60855R100	Primary ISIN: US60855R1005	Primary SEDOL: 2212706

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

Molina Healthcare, Inc.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 74		*Shares on Loan: 0		Shares Instructed: 74		Shares Voted: 74	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Daniel Cooperman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Stephen H. 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.							
1d	Elect Director Steven J. Orlando	Mgmt	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 Ronna E. Romney	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Richard M. Schapiro	Mgmt	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 Dale B. 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.							
1h	Elect Director Richard C. Zoretic	Mgmt	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 Joseph M. Zubretsky	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While shareholders would benefit from increased disclosure of the performance targets underlying the PSU grants, the majority of CEO pay remains conditioned on objective financial performance, and the recent above target payouts are aligned with the company's recent 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 1.34 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		74	74
			04/12/2022	04/12/2022			
			Total Shares:				74

PepsiCo, Inc.

Meeting Date: 05/04/2022	Country: USA	Ticker: PEP	Proxy Level: 3
Record Date: 03/01/2022	Meeting Type: Annual	Meeting ID: 1625271	
Primary Security ID: 713448108	Primary CUSIP: 713448108	Primary ISIN: US7134481081	Primary SEDOL: 2681511

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 867		*Shares on Loan: 0		Shares Instructed: 867		Shares Voted: 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 Edith W. Cooper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director 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>						
1g	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>						
1h	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>						
1i	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>						
1j	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>						
1k	Elect Director Robert C. Pohlada	Mgmt	Yes	For	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 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>						
1m	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>						
1n	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 were reasonably aligned for the year in review, though shareholders would benefit from improved disclosure surrounding the annual incentive.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	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.							
5	Report on Global Public Policy and Political Influence	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political organizations and lobbying expenditures, as well as the company's its management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits.							
6	Report on Public Health Costs of Food and Beverages Products	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from an increased disclosures and understanding of the use of sugar in the company's products and its role in the obesity epidemic and related health concerns.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		867	867
			04/21/2022	04/21/2022			
			Total Shares:				867

S&P Global Inc.

Meeting Date: 05/04/2022		Country: USA		Ticker: SPGI		Proxy Level: 3	
Record Date: 03/07/2022		Meeting Type: Annual		Meeting ID: 1623913			
Primary Security ID: 78409V104		Primary CUSIP: 78409V104		Primary ISIN: US78409V1044		Primary SEDOL: BYV2325	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 75		*Shares on Loan: 0		Shares Instructed: 75		Shares Voted: 75	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Jacques Esculier	Mgmt	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 Gay Huey Evans	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director William 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.							
1.5	Elect Director Stephanie C. 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.							
1.6	Elect Director Rebecca Jacoby	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Robert P. Kelly	Mgmt	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 Ian Paul Livingston	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.							
1.9	Elect Director Deborah D. McWhinney	Mgmt	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 Maria R. Morris	Mgmt	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 Douglas L. 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.							
1.12	Elect Director Edward B. Rust, 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.							
1.13	Elect Director Richard E. Thornburgh	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.14	Elect Director Gregory Washington	Mgmt	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. CEO pay and company performance are reasonably aligned, and the majority of CEO pay is conditioned on objective financial performance metrics. Additionally, the majority of the CEO's equity award is conditioned on clearly disclosed long-term financial performance goals.							
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 19.18 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		76	75
			03/31/2022	04/04/2022			
			Total Shares:				76

Stryker Corporation

Meeting Date: 05/04/2022	Country: USA	Ticker: SYK	Proxy Level: 3
Record Date: 03/07/2022	Meeting Type: Annual	Meeting ID: 1624602	
Primary Security ID: 863667101	Primary CUSIP: 863667101	Primary ISIN: US8636671013	Primary SEDOL: 2853688

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Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 780		*Shares on Loan: 0		Shares Instructed: 780		Shares Voted: 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	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Giovanni Caforio	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Srikant M. Datar	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Allan C. Golston	Mgmt	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 Kevin A. Lobo	Mgmt	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 Sherilyn S. McCoy	Mgmt	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 Andrew K. Silvernail	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 Lisa M. Skeete Tatum	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.							
1i	Elect Director Ronda E. Stryker	Mgmt	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 Rajeev Suri	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 28.49 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 this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial metrics and half of equity awards were subject to multi-year performance goals.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		780	780
			04/21/2022	04/21/2022			
			Total Shares:				780

Alaska Air Group, Inc.

Meeting Date: 05/05/2022	Country: USA	Ticker: ALK	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1626248	
Primary Security ID: 011659109	Primary CUSIP: 011659109	Primary ISIN: US0116591092	Primary SEDOL: 2012605
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 107	*Shares on Loan: 0	Shares Instructed: 107	Shares Voted: 107

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patricia M. Bedient	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director James A. Beer	Mgmt	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 Raymond L. Conner	Mgmt	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 Daniel K. Elwell	Mgmt	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 Dhiren R. Fonseca	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 Kathleen T. Hogan	Mgmt	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 Jessie, J. Knight, 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 Susan J. Li	Mgmt	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 Adrienne R. Lofton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Benito Minicucci	Mgmt	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 Helvi K. Sandvik	Mgmt	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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Alaska Air Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director J. Kenneth Thompson	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 Eric K. Yeaman	Mgmt	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. Executive pay in the summary compensation tables overreported actual pay due to CARES Act limits on executive compensation. These limits compelled the company to clawback a portion of the annual equity grant, to remain compliant. The annual bonus is based entirely on pre-set objective metrics, and the payout targets and formula are clearly disclosed. In the LTI program, half of the annual equity grant is performance-conditioned equity with a multi-year performance period. Investors are advised to continue monitoring pay levels at the company, as CARES Act restrictions are expected to lapse in 2023 and the company indicates it may take steps to address what the proxy calls "executives' lost compensation."							
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.							
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the plan's purchase price is at least 85 percent of fair market value and the offering period is not longer than 27 months. Also, the number of shares being allocated to the plan is not more than 10 percent of outstanding shares.							
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		107	107
			04/18/2022	04/18/2022			
			Total Shares:				107

AMETEK, Inc.

Meeting Date: 05/05/2022	Country: USA	Ticker: AME	Proxy Level: 3
Record Date: 03/10/2022	Meeting Type: Annual	Meeting ID: 1620298	
Primary Security ID: 031100100	Primary CUSIP: 031100100	Primary ISIN: US0311001004	Primary SEDOL: 2089212
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 646	*Shares on Loan: 0	Shares Instructed: 646	Shares Voted: 646

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven W. Kohlhagen	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Dean Seavers	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director David A. Zapico	Mgmt	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; - 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.							
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 21.60 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		646	646
			04/12/2022	04/12/2022			
			Total Shares:				646

Archer-Daniels-Midland Company

Meeting Date: 05/05/2022	Country: USA	Ticker: ADM	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1623794	
Primary Security ID: 039483102	Primary CUSIP: 039483102	Primary ISIN: US0394831020	Primary SEDOL: 2047317
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,602	*Shares on Loan: 0	Shares Instructed: 2,602	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Theodore Colbert	Mgmt	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 Terrell K. Crews	Mgmt	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 Donald E. Felsing	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsing is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary.							
1e	Elect Director Suzan F. Harrison	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Juan R. Luciano	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.A vote AGAINST Chair and CEO Juan Luciano and Lead Director Donald Felsing is warranted as a signal to the board that stronger independent oversight and board management of climate and deforestation risks at the company are necessary.							
1g	Elect Director Patrick J. Moore	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Francisco J. Sanchez	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Debra A. Sandler	Mgmt	Yes	For	For	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 Lei Z. Schlitz	Mgmt	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 Kelvin R. Westbrook	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	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 7.46 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 were 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.							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period requirement is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.							
5	Report on Pesticide Use in the Company's Supply Chain	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as increased disclosure about steps the company is taking to reduce its synthetic pesticide use would allow investors to better understand how the company is managing related risks.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,602	2,602
			04/27/2022	04/27/2022			
			Total Shares:				2,602

Boston Scientific Corporation

Meeting Date: 05/05/2022	Country: USA	Ticker: BSX	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1624608	
Primary Security ID: 101137107	Primary CUSIP: 101137107	Primary ISIN: US1011371077	Primary SEDOL: 2113434

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 2,596		*Shares on Loan: 0		Shares Instructed: 2,596		Shares Voted: 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	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 Charles J. Dockendorff	Mgmt	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 Yoshiaki Fujimori	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 Donna A. James	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 Edward J. Ludwig	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director David J. Roux	Mgmt	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 E. Sununu	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director David S. Wichmann	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Ellen M. Zane	Mgmt	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; - 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.							
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 2.35 percent of the fees paid to the auditor are for non-audit purposes.							
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The shares reserved is relatively conservative; and - The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

Boston Scientific Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,596	2,596
			04/18/2022	04/18/2022			
			Total Shares:				

Boyd Gaming Corporation

Meeting Date: 05/05/2022	Country: USA	Ticker: BYD	Proxy Level: 1
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1624597	
Primary Security ID: 103304101	Primary CUSIP: 103304101	Primary ISIN: US1033041013	Primary SEDOL: 2117232
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,735	*Shares on Loan: 0	Shares Instructed: 2,735	Shares Voted: 2,735

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John R. Bailey	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director William R. Boyd	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director William S. Boyd	Mgmt	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 Marianne Boyd 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.						
1.5	Elect Director Keith E. 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.						
1.6	Elect Director Christine J. Spadafor	Mgmt	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 A. Randall Thoman	Mgmt	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 Peter M. Thomas	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Paul W. Whetsell	Mgmt	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 2.27 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Boyd Gaming Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,735	2,735
			04/12/2022	04/12/2022			
			Total Shares:				

C.H. Robinson Worldwide, Inc.

Meeting Date: 05/05/2022	Country: USA	Ticker: CHRW	Proxy Level: 3
Record Date: 03/09/2022	Meeting Type: Annual	Meeting ID: 1623984	
Primary Security ID: 12541W209	Primary CUSIP: 12541W209	Primary ISIN: US12541W2098	Primary SEDOL: 2116228
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 272	*Shares on Loan: 0	Shares Instructed: 272	Shares Voted: 272

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott P. 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 Robert C. Biesterfeld 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 Kermit R. Crawford	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Timothy C. Gokey	Mgmt	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 Mark A. Goodburn	Mgmt	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 Mary J. Steele Guilfoile	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 Jodee A. Kozlak	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director 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.							
1i	Elect Director James B. Stake	Mgmt	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 Paula C. Tolliver	Mgmt	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 Henry W. "Jay" Winship	Mgmt	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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C.H. Robinson Worldwide, 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. The annual incentives are based on a pre-set financial metric and half of the long-term incentive plan is 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 2.45 percent of the fees paid to the auditor are for non-audit purposes.							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		272	272
			04/13/2022	04/13/2022			
			Total Shares:				

Capital One Financial Corporation

Meeting Date: 05/05/2022	Country: USA	Ticker: COF	Proxy Level: 3
Record Date: 03/09/2022	Meeting Type: Annual	Meeting ID: 1623508	
Primary Security ID: 14040H105	Primary CUSIP: 14040H105	Primary ISIN: US14040H1059	Primary SEDOL: 2654461
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 637	*Shares on Loan: 0	Shares Instructed: 637	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Ime Archibong	Mgmt	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 Christine Detrick	Mgmt	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 Ann Fritz 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.							
1e	Elect Director Peter Thomas Killalea	Mgmt	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 Cornelis "Eli" Leenaars	Mgmt	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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Capital One Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Francois Locoh-Donou	Mgmt	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 Peter E. Raskind	Mgmt	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 Eileen Serra	Mgmt	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	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Bradford H. Warner	Mgmt	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 Catherine G. West	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1m	Elect Director Craig Anthony Williams	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Annual incentive pay determinations, while guided by wide-ranging performance assessments, are ultimately determined discretionally. Investors increasingly prefer an incentive program design that emphasizes objective and formula-driven determinations, which may incorporate discretion to a limited degree. While these issues warrant continued close monitoring, there are sufficient mitigating factors for the year in review. Specifically, the discretionary pay determinations have not resulted in a quantitative pay-for-performance misalignment. The increase in CEO incentive awards directionally aligns with the company's improved financial and stock price performance. Moreover, the CEO's long-term equity incentives are predominantly performance-conditioned with clearly disclosed multi-year goals. On balance of these factors, a cautionary vote FOR this proposal is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of discretionary pay decisions.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		637	637
			04/12/2022	04/12/2022			
			Total Shares:			637	637

CNX Resources Corporation

Meeting Date: 05/05/2022	Country: USA	Ticker: CNX	Proxy Level: 3
Record Date: 03/08/2022	Meeting Type: Annual	Meeting ID: 1625275	
Primary Security ID: 12653C108	Primary CUSIP: 12653C108	Primary ISIN: US12653C1080	Primary SEDOL: BF3FTF4

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

CNX Resources Corporation

Votable Shares: 2,610		Total Ballots: 1		Voting Policy: UUA		Shares Instructed: 2,610		Shares Voted: 2,610	
*Shares on Loan: 0									
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1a	Elect Director Robert O. Agbede	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Less than 30% of the board is diverse.									
1b	Elect Director J. Palmer Clarkson	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Less than 30% of the board is diverse.									
1c	Elect Director Nicholas J. DeIuliis	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Less than 30% of the board is diverse.									
1d	Elect Director Maureen E. Lally-Green	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Less than 30% of the board is diverse.									
1e	Elect Director Bernard Lanigan, Jr.	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Less than 30% of the board is diverse.									
1f	Elect Director Ian McGuire	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Less than 30% of the board is diverse.									
1g	Elect Director William N. Thorndike, Jr.	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: Less than 30% of the board is diverse.									
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: 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	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 - High CEO pay relative to company performance compared to the company's peers.									

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,610	2,610
			04/20/2022	04/20/2022			
			Total Shares:				2,610

DTE Energy Company

Meeting Date: 05/05/2022	Country: USA	Ticker: DTE	Proxy Level: 3
Record Date: 03/08/2022	Meeting Type: Annual	Meeting ID: 1622216	
Primary Security ID: 233331107	Primary CUSIP: 233331107	Primary ISIN: US2333311072	Primary SEDOL: 2280220

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

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 326

*Shares on Loan: 0

Shares Instructed: 326

Shares Voted: 326

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	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 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>						
1.3	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>						
1.4	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>						
1.5	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>						
1.6	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>						
1.7	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>						
1.8	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>						
1.9	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>						
1.10	Elect Director James H. Vandenberghe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Valerie M. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.74 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned for the year in review. The majority of CEO pay is conditioned on clearly disclosed objective performance metrics and the majority of the CEO's long-term equity grants are conditioned on long-term financial performance goals.</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>						

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DTE Energy Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Revise Net Zero by 2050 Goal to Include Full Scope 3 Value Chain Emissions	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as including all its material Scope 3 emissions into its net zero by 2050 goal would help investors better understand how the company plans to reduce its full value chain emissions and manage its transition to a low carbon economy.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		326	326
			04/25/2022	04/25/2022			
			Total Shares:				

Ecolab Inc.

Meeting Date: 05/05/2022	Country: USA	Ticker: ECL	Proxy Level: 3
Record Date: 03/08/2022	Meeting Type: Annual	Meeting ID: 1622979	
Primary Security ID: 278865100	Primary CUSIP: 278865100	Primary ISIN: US2788651006	Primary SEDOL: 2304227
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 553	*Shares on Loan: 0	Shares Instructed: 553	Shares Voted: 553

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shari L. Ballard	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Barbara J. Beck	Mgmt	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 Christophe Beck	Mgmt	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 M. Ettinger	Mgmt	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 Arthur J. Higgins	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Michael Larson	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 David W. MacLennan	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Tracy B. McKibben	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.							
1i	Elect Director Lionel L. Nowell, 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.							
1j	Elect Director Victoria J. Reich	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 Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1l	Elect Director John J. Zillmer	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	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 29.48 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: There are some concerns raised regarding the potential impact of individual performance adjustments on annual incentive payouts. Further, the majority of the CEO's LTI mix is time-based using ISS valuation, and the company granted a retention RSU award to one NEO that lacks performance-vesting criteria. However, there are mitigating factors for the year in review. Specifically, the committee positioned the new CEO's target short- and long-term incentives lower than his predecessor's in recognition of the shorter service. Further, the annual incentive is based on an objective financial criterion and the target goal was set higher than the prior year's achieved result. Further, performance equity utilizes multi-year measurement periods and discloses forward-looking targets. Finally, the LTI program caps the maximum vesting opportunity at 100 percent of target. On balance of these factors, a cautionary vote FOR this proposal is warranted.							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proposed right could be unilaterally exercised by a single active shareholder.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		553	553
			04/13/2022	04/13/2022			
			Total Shares:				553

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Encompass Health Corporation

Meeting Date: 05/05/2022	Country: USA	Ticker: EHC	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1631169	
Primary Security ID: 29261A100	Primary CUSIP: 29261A100	Primary ISIN: US29261A1007	Primary SEDOL: BYX2YJ7
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 154	*Shares on Loan: 0	Shares Instructed: 154	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director John W. Chidsey	Mgmt	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 Donald L. Correll	Mgmt	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 Joan E. Herman	Mgmt	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 Leslye G. 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.							
1f	Elect Director Patricia A. Maryland	Mgmt	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 Kevin J. O'Connor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Christopher R. Reidy	Mgmt	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 Nancy M. Schlichting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Mark J. Tarr	Mgmt	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 Terrance Williams	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 10.27 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 no significant concerns were identified and pay and performance are reasonably aligned at this time.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		154	154
			04/15/2022	04/15/2022			

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Hexcel Corporation

Meeting Date: 05/05/2022	Country: USA	Ticker: HXL	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1624613	
Primary Security ID: 428291108	Primary CUSIP: 428291108	Primary ISIN: US4282911084	Primary SEDOL: 2416779

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 944	*Shares on Loan: 0	Shares Instructed: 944	Shares Voted: 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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Jeffrey C. Campbell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Cynthia M. Egnotovich	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Thomas A. Gendron	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Jeffrey A. Graves	Mgmt	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 Guy C. Hachey	Mgmt	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 Marilyn L. Minus	Mgmt	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 Catherine A. Suever	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: NEOs received one-time equity grants to offset below-target or forfeited awards under prior year plans. While the CEO's awards were majority performance based, grants to other NEOs were majority time vesting.						
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 13.91 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		944	944
			04/20/2022	04/20/2022			
			Total Shares:				944

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Meeting Date: 05/05/2022	Country: USA	Ticker: NWL	Proxy Level: 3
Record Date: 03/09/2022	Meeting Type: Annual	Meeting ID: 1624601	
Primary Security ID: 651229106	Primary CUSIP: 651229106	Primary ISIN: US6512291062	Primary SEDOL: 2635701

Total Ballots: 1	Voting Policy: UUA
Votable Shares: 335	Shares Instructed: 335
*Shares on Loan: 0	Shares Voted: 335

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bridget Ryan Berman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Patrick D. Campbell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Courtney R. Mather	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Ravichandra K. Saligram	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Judith A. 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>						
1j	Elect Director Robert A. Steele	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.96 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 for the year in review. Annual incentives are largely based on pre-set financial metrics and half of equity awards are 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>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.</i>						

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Newell Brands Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		335	335
			04/15/2022	04/15/2022			
			Total Shares:				

Steel Dynamics, Inc.

Meeting Date: 05/05/2022	Country: USA	Ticker: STLD	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1623471	
Primary Security ID: 858119100	Primary CUSIP: 858119100	Primary ISIN: US8581191009	Primary SEDOL: 2849472
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 606	*Shares on Loan: 0	Shares Instructed: 606	Shares Voted: 606

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	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 Sheree L. Bargabos	Mgmt	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 Keith E. Busse	Mgmt	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 Kenneth W. Cornew	Mgmt	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 Traci M. Dolan	Mgmt	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 C. Marcuccilli	Mgmt	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 Bradley S. Seaman	Mgmt	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 Gabriel L. Shaheen	Mgmt	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 Luis M. Sierra	Mgmt	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 Steven A. Sonnenberg	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.11	Elect Director Richard P. Teets, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 5.02 percent of the fees paid to the auditor are for non-audit purposes.							

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Steel Dynamics, 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 and performance are reasonably aligned at this time.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		606	606
			04/21/2022	04/21/2022			
			Total Shares:			606	606

The Kraft Heinz Company

Meeting Date: 05/05/2022	Country: USA	Ticker: KHC	Proxy Level: 3
Record Date: 03/07/2022	Meeting Type: Annual	Meeting ID: 1626070	
Primary Security ID: 500754106	Primary CUSIP: 500754106	Primary ISIN: US5007541064	Primary SEDOL: BYRY499
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,506	*Shares on Loan: 0	Shares Instructed: 1,506	Shares Voted: 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	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Joao M. Castro-Neves	Mgmt	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 Lori Dickerson Fouché	Mgmt	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 Timothy Kenesey	Mgmt	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 Alicia Knapp	Mgmt	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 Elio Leoni Sceti	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Susan Mulder	Mgmt	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 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.							

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The Kraft Heinz Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Miguel Patricio	Mgmt	Yes	For	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 C. Pope	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial 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 as significant portion of the STI payout is based on individual performance with limited disclosure of metric performance, while the financial metric target was set below the prior year's actual performance without a corresponding decrease in target payout. In addition, each executive's target bonus opportunity was relatively high. Though some improvements were made to the LTI program, including an increased performance period, the relative TSR target was not disclosed. Furthermore, each non-CEO NEO received a special equity grant in FY21, which one NEO received for the second consecutive year. Lastly, a vote AGAINST this proposal is warranted as a majority of equity awards to the CEO are not tied to performance-contingent pay elements and there is CEO pay relative to company performance compared to the company's 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 PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.00 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Report on Metrics and Efforts to Reduce Water Related Risk	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. Shareholders would benefit from the requested report as it would provide additional information on the company's water supply and conservation practices, particularly in its supply chains, thereby accounting for water risk throughout the entire value chain. Furthermore, the disclosure would allow the company to better manage water related risks and align company commitment to long term shareholder value.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,506	1,506
			04/23/2022	04/23/2022			
Total Shares:						1,506	1,506

United Parcel Service, Inc.

Meeting Date: 05/05/2022	Country: USA	Ticker: UPS	Proxy Level: 3
Record Date: 03/09/2022	Meeting Type: Annual	Meeting ID: 1623426	
Primary Security ID: 911312106	Primary CUSIP: 911312106	Primary ISIN: US9113121068	Primary SEDOL: 2517382
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 177	*Shares on Loan: 0	Shares Instructed: 177	Shares Voted: 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>							

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United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>						
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	For	For
	<i>Voting Policy Rationale: 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 pay and performance are reasonably aligned for the year in review. Some concern remains regarding the rigor of target setting, as certain metrics had targets set lower than previous year results. Nonetheless, annual incentives are tied to pre-set financial metrics, and equity awards are primarily performance-conditioned and use multi-year performance periods.</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	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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United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Yes	Against	For	For	For
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.							
6	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 all shareholders with equal voting rights on all matters.							
7	Adopt Independently Verified Science-Based GHG Reduction Targets	SH	Yes	Against	For	For	For
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.							
8	Report on Balancing Climate Measures and Financial Returns	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional report on emissions reductions targets and goals and assessment of the company's management of climate-related risks and opportunities would allow shareholders to better understand how the company is managing systemic risks posed by climate change and related risks.							
9	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		177	177
			04/25/2022	04/25/2022			
			Total Shares:				177

WEC Energy Group, Inc.

Meeting Date: 05/05/2022	Country: USA	Ticker: WEC	Proxy Level: 3
Record Date: 02/24/2022	Meeting Type: Annual	Meeting ID: 1625208	
Primary Security ID: 92939U106	Primary CUSIP: 92939U106	Primary ISIN: US92939U1060	Primary SEDOL: BYY8XK8
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Danny L. Cunningham	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director William M. Farrow, 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.							

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WEC Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Cristina A. Garcia-Thomas	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Maria C. 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.							
1.6	Elect Director Gale E. Klappa	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Thomas K. Lane	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Scott J. Lauber	Mgmt	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 Ulice Payne, 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.							
1.10	Elect Director Mary Ellen Stanek	Mgmt	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 Glen E. Tellock	Mgmt	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 1.92 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The majority of executive compensation is conditioned on objective performance metrics, and CEO pay and company performance are reasonably aligned during the year in review. The metrics underlying the annual incentive awards are clearly disclosed, and the majority of the CEO's equity awards are conditioned on long-term performance.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		100	100
			04/22/2022	04/22/2022			
			Total Shares:				100

Wynn Resorts, Limited

Meeting Date: 05/05/2022	Country: USA	Ticker: WYNN	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1625281	
Primary Security ID: 983134107	Primary CUSIP: 983134107	Primary ISIN: US9831341071	Primary SEDOL: 2963811

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Wynn Resorts, Limited

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 123	*Shares on Loan: 0	Shares Instructed: 123	Shares Voted: 123				
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Craig S. Billings	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Margaret J. Myers	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: A WITHHOLD vote is warranted for compensation committee Margaret Myers, in light of the committee's poor response to low vote 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.							
1.3	Elect Director Winifred M. Webb	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has demonstrated poor responsiveness to low vote support for the 2021 say-on-pay proposal, as disclosure regarding shareholder engagement and feedback is limited and it is not clear that the company has made meaningful changes to the pay program to address shareholders' concerns. In addition, a pay-for-performance misalignment is underscored by the former CEO's high base salary and target STI opportunity, and goal disclosure issues. Further, while annual equity awards were 50 percent performance-conditioned, the newly appointed CEO received a large equity grant that was entirely time-based. Finally, disclosure surrounding transition payments made to the former CEO is not sufficient.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		123	123
			04/22/2022	04/22/2022			
			Total Shares:				

AbbVie Inc.

Meeting Date: 05/06/2022		Country: USA		Ticker: ABBV		Proxy Level: 3	
Record Date: 03/07/2022		Meeting Type: Annual		Meeting ID: 1623473			
Primary Security ID: 00287Y109		Primary CUSIP: 00287Y109		Primary ISIN: US00287Y1091		Primary SEDOL: B92SR70	
Total Ballots: 2				Voting Policy: UUA			
Votable Shares: 593		*Shares on Loan: 0		Shares Instructed: 593		Shares Voted: 593	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William H.L. Burnside	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Thomas C. Freyman	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Brett J. Hart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Edward J. Rapp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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 15.27 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	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	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>						
5	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>						
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 it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, 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>						
7	Report on Board Oversight of Risks Related to Anticompetitive Practices	SH	Yes	Against	For	For	For
	<i>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 AbbVie's involvement in related controversies.</i>						
8	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as more comprehensive information comparing the company's public policy statements and its political contributions and lobbying efforts 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/26/2022	Auto-Approved 04/26/2022		493	493
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/26/2022	Auto-Approved 04/26/2022		100	100
Total Shares:						593	593

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Colgate-Palmolive Company

Meeting Date: 05/06/2022	Country: USA	Ticker: CL	Proxy Level: 3
Record Date: 03/07/2022	Meeting Type: Annual	Meeting ID: 1624354	
Primary Security ID: 194162103	Primary CUSIP: 194162103	Primary ISIN: US1941621039	Primary SEDOL: 2209106
	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 1,466	*Shares on Loan: 0	Shares Instructed: 1,466	Shares Voted: 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 17.01 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	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. Annual incentives are primarily based on pre-set financial goals, and a majority of equity incentives (at ISS valuations) are performance-based, with a multi-year measurement period. A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives are primarily based on pre-set financial goals, and a majority of equity incentives (at ISS valuations) are performance-based, with a multi-year measurement period.</i>						

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Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request 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, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.							
5	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposal is overly prescriptive, and such disclosure is not a standard industry practice at this time. Additionally, there are no significant related controversies involving the company.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,466	1,466
			04/25/2022	04/25/2022			
			Total Shares:			1,466	1,466

CommScope Holding Company, Inc.

Meeting Date: 05/06/2022		Country: USA		Ticker: COMM		Proxy Level: 3	
Record Date: 03/08/2022		Meeting Type: Annual		Meeting ID: 1624042			
Primary Security ID: 20337X109		Primary CUSIP: 20337X109		Primary ISIN: US20337X1090		Primary SEDOL: BFRBX34	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 100		*Shares on Loan: 0		Shares Instructed: 100		Shares Voted: 100	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2a	Elect Director Mary S. Chan	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.							
2b	Elect Director Stephen (Steve) C. Gray	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2c	Elect Director L. William (Bill) Krause	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2d	Elect Director Derrick A. Roman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2e	Elect Director Charles L. Treadway	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2f	Elect Director Claudius (Bud) E. Watts, 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.							
2g	Elect Director Timothy T. 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.							

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CommScope Holding Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns are highlighted at this time.							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.19 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			04/18/2022	04/18/2022			
			Total Shares:				

Dover Corporation

Meeting Date: 05/06/2022		Country: USA		Ticker: DOV		Proxy Level: 3	
Record Date: 03/09/2022		Meeting Type: Annual		Meeting ID: 1622060			
Primary Security ID: 260003108		Primary CUSIP: 260003108		Primary ISIN: US2600031080		Primary SEDOL: 2278407	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 1,209		*Shares on Loan: 0		Shares Instructed: 1,209		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board.				There is at least 30 percent diversity.			
1b	Elect Director H. John Gilbertson, 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 Kristiane C. Graham	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board.				There is at least 30 percent diversity.			
1d	Elect Director Michael F. Johnston	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board.				There is at least 30 percent diversity.			
1e	Elect Director Eric A. Spiegel	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board.				There is at least 30 percent diversity.			
1f	Elect Director Richard J. Tobin	Mgmt	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 Stephen M. Todd	Mgmt	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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Dover Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Stephen K. Wagner	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Keith E. Wandell	Mgmt	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 Mary A. Winston	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							
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; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm;							
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 improve shareholder rights.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,209	1,209
			04/25/2022	04/25/2022			
			Total Shares:			1,209	1,209

IDEX Corporation

Meeting Date: 05/06/2022	Country: USA	Ticker: IEX	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1624474	
Primary Security ID: 45167R104	Primary CUSIP: 45167R104	Primary ISIN: US45167R1041	Primary SEDOL: 2456612
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 883	*Shares on Loan: 0	Shares Instructed: 883	Shares Voted: 883

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Livingston L. Satterthwaite	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director David C. Parry	Mgmt	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 D. Ashleman	Mgmt	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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IDEX Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director L. Paris Watts-Stanfield	Mgmt	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 were reasonably aligned for the year in review.							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 22.91 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		883	883
			04/25/2022	04/25/2022			
			Total Shares:				883

Marriott International, Inc.

Meeting Date: 05/06/2022	Country: USA	Ticker: MAR	Proxy Level: 3
Record Date: 03/09/2022	Meeting Type: Annual	Meeting ID: 1623892	
Primary Security ID: 571903202	Primary CUSIP: 571903202	Primary ISIN: US5719032022	Primary SEDOL: 2210614
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 549	*Shares on Loan: 0	Shares Instructed: 549	Shares Voted: 549

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	Mgmt	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 Isabella D. Goren	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Deborah M. Harrison	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Frederick A. Henderson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Eric Hippeau	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Debra L. Lee	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 Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	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>							
1i	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>							
1j	Elect Director George Munoz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director 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>							
1l	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 Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial measures and the majority of equity awards were performance based and utilized a multi-year measurement period. However, continued monitoring of the pay program is warranted, as significant temporary changes to the pay program were implemented this year. 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 measures and the majority of equity awards were performance based and utilized a multi-year measurement period. However, continued monitoring of the pay program is warranted, as significant temporary changes to the pay program were implemented this year.</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, as the plan's purchase price is at least 85 percent of fair market value and the offering period is not longer than 27 months. Also, the number of shares allocated to the plan is not more than 10 percent of outstanding shares.</i>							
5	Report On Costs of Low Wages and Inequality and Impact on Diversified Shareholders	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the socioeconomic costs of low wages and inequality, as well as their effect on the economy and diversified shareholders would enable shareholders to understand and assess how the company is managing related risks.</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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2022	Auto-Approved 04/25/2022		501	501
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/25/2022	Auto-Approved 04/25/2022		48	48
Total Shares:						549	549

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Occidental Petroleum Corporation

Meeting Date: 05/06/2022	Country: USA	Ticker: OXY	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1626235	
Primary Security ID: 674599105	Primary CUSIP: 674599105	Primary ISIN: US6745991058	Primary SEDOL: 2655408

Total Ballots: 2	Voting Policy: UUA
Votable Shares: 4,741	*Shares on Loan: 0
	Shares Instructed: 4,741
	Shares Voted: 4,741

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stephen I. Chazen	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Chairman Stephen I. Chazen is warranted, as the company could take some additional steps that would be constructive regarding net-zero transition targets, including disclosure of Scope 3 emissions and assumptions underlying its capital allocation plans, and 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>							
1c	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>							
1d	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Vicki Hollub	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director William R. Klesse	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Jack B. Moore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Avedick B. Poladian	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							
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 - 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 only 6.25 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Quantitative Short, Medium and Long-Term GHG Emissions Reduction Targets	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as investors would benefit from additional information on interim steps the company is taking to meet its long-term net-zero by 2050 target and how it plans to allocate capital in line with that goal.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		4,632	4,632
			04/28/2022	04/28/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		109	109
			04/28/2022	04/28/2022			
Total Shares:						4,741	4,741

The Timken Company

Meeting Date: 05/06/2022		Country: USA		Ticker: TKR		Proxy Level: 3	
Record Date: 02/22/2022		Meeting Type: Annual		Meeting ID: 1622515			
Primary Security ID: 887389104		Primary CUSIP: 887389104		Primary ISIN: US8873891043		Primary SEDOL: 2892807	
		Total Ballots: 2		Voting Policy: UUA			
Votable Shares: 2,240		*Shares on Loan: 0		Shares Instructed: 2,240		Shares Voted: 2,240	
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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Elizabeth A. Harrell	Mgmt	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 Richard G. Kyle	Mgmt	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 Sarah C. Lauber	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director John A. Luke, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Christopher L. Mapes	Mgmt	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 James F. Palmer	Mgmt	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 Ajita G. Rajendra	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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The Timken Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Frank C. Sullivan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.10	Elect Director John M. Timken, 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.							
1.11	Elect Director Ward J. Timken, 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.							
1.12	Elect Director Jacqueline F. Woods	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	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 Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 23.36 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 enhances shareholder rights.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		291	291
			04/12/2022	04/12/2022			
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,949	1,949
			04/12/2022	04/12/2022			
Total Shares:						2,240	2,240

International Paper Company

Meeting Date: 05/09/2022	Country: USA	Ticker: IP	Proxy Level: 3
Record Date: 03/10/2022	Meeting Type: Annual	Meeting ID: 1625370	
Primary Security ID: 460146103	Primary CUSIP: 460146103	Primary ISIN: US4601461035	Primary SEDOL: 2465254
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 408	*Shares on Loan: 0	Shares Instructed: 408	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Ahmet C. Dorduncu	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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International Paper Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Ilene S. Gordon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Anders Gustafsson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Jacqueline C. Hinman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Clinton A. Lewis, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Donald G. (DG) Macpherson	Mgmt	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 Kathryn D. Sullivan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Mark S. Sutton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Anton V. Vincent	Mgmt	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 Ray G. Young	Mgmt	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 15.80 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 CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective clearly disclosed financial performance metrics, and the CEO's equity awards are conditioned entirely on long-term performance goals.							
4	Require Independent Board Chair	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.							
5	Report on Costs and Benefits of Environmental Related Expenditures	SH	Yes	Against	Against	Against	Against
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		408	408
			04/27/2022	04/27/2022			
			Total Shares:				408

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Meeting Date: 05/09/2022	Country: USA	Ticker: PPG	Proxy Level: 3
Record Date: 02/18/2022	Meeting Type: Annual	Meeting ID: 1618742	
Primary Security ID: 693506107	Primary CUSIP: 693506107	Primary ISIN: US6935061076	Primary SEDOL: 2698470
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 465	*Shares on Loan: 0	Shares Instructed: 465	Shares Voted: 465

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary R. Heminger	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Kathleen A. Ligocki	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Michael H. McGarry	Mgmt	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 Michael T. Nally	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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. Annual incentives are largely based on pre-set financial measures with a reduced degree of discretion applied compared to the prior year. The long-term incentives are primarily performance-based and utilize multi-year performance periods.							
3	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 the continued submission of this proposal to a vote demonstrates a commitment to shareholders' interests on the part of management.							
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights and would pave the way to repeal the classified board structure.							
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 11.02 percent of the fees paid to the auditor are for non-audit purposes.							
6	Consider Pay Disparity Between CEO 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		465	465
			03/30/2022	03/30/2022			
			Total Shares:				

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

Trinity Industries, Inc.

Meeting Date: 05/09/2022	Country: USA	Ticker: TRN	Proxy Level: 3
Record Date: 03/15/2022	Meeting Type: Annual	Meeting ID: 1628041	
Primary Security ID: 896522109	Primary CUSIP: 896522109	Primary ISIN: US8965221091	Primary SEDOL: 2904627
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 310	*Shares on Loan: 0	Shares Instructed: 310	Shares Voted: 310

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director John J. Diez	Mgmt	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 Leldon E. Echols	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Tyrone M. Jordan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director S. Todd Maclin	Mgmt	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 E. Jean Savage	Mgmt	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 Dunia A. Shive	Mgmt	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. While the committee reduced the proportion of performance-based equity in the LTI and the relative TSR metric targets merely median performance, annual equity awards remain majority performance based and the STI is predominantly based on pre-set financial metrics. Shareholders may wish to continue monitoring the rigor of the LTI program.							
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 5.31 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		310	310
			04/22/2022	04/22/2022			
			Total Shares:			310	310

Uber Technologies, Inc.

Meeting Date: 05/09/2022	Country: USA	Ticker: UBER	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1627113	
Primary Security ID: 90353T100	Primary CUSIP: 90353T100	Primary ISIN: US90353T1007	Primary SEDOL: BK6N347

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

<div> <div>Total Ballots: 2</div> <div>Voting Policy: UUA</div> </div>							
<div> <div>Votable Shares: 19,349</div> <div>*Shares on Loan: 0</div> <div>Shares Instructed: 19,349</div> <div>Shares Voted: 19,349</div> </div>							
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
	Voting Policy Rationale: The nominee is employed full-time and sits 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 Revathi Advaiti	Mgmt	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 Ursula Burns	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 Robert Eckert	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Amanda Ginsberg	Mgmt	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 Dara Khosrowshahi	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 Wan Ling Martello	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Yasir Al-Rumayyan	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 John Thain	Mgmt	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 David I. Trujillo	Mgmt	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 Alexander Wynaendts	Mgmt	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. While concerns remain regarding the significant use of subjective metrics in annual incentive awards, disclosure improved for the quantitative metrics and the long-term incentive program implemented positive changes which improved program rigor. Further, pay is reasonably in line with performance for the year in review, and both annual incentive awards and closing-cycle PSUs paid out below target.						
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	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	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.						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		18,780	18,780
			04/25/2022	04/25/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		569	569
			04/25/2022	04/25/2022			
Total Shares:						19,349	19,349

3M Company

Meeting Date: 05/10/2022	Country: USA	Ticker: MMM	Proxy Level: 3
Record Date: 03/15/2022	Meeting Type: Annual	Meeting ID: 1624606	
Primary Security ID: 88579Y101	Primary CUSIP: 88579Y101	Primary ISIN: US88579Y1010	Primary SEDOL: 2595708
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 591	*Shares on Loan: 0	Shares Instructed: 591	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director David B. Dillon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Michael L. Eskew	Mgmt	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 R. Fitterling	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Amy E. Hood	Mgmt	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 Muhtar Kent	Mgmt	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 Suzan Kereere	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Dambisa F. Moyo	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Michael F. Roman	Mgmt	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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3M Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 2.18 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: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.							
4	Report on Environmental Costs and Impact on Diversified Shareholders	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the environmental costs of the company's operations, as well as their effect on the economy and diversified shareholders would enable shareholders to understand and assess how the company is managing related risks.							
5	Report on Operations in Communist China	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure related to its policies, processes, and oversight mechanisms related to managing and mitigating risks of its operations and business activities in China.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		591	591
			04/28/2022	04/28/2022			
			Total Shares:				591

ConocoPhillips

Meeting Date: 05/10/2022	Country: USA	Ticker: COP	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1626875	
Primary Security ID: 20825C104	Primary CUSIP: 20825C104	Primary ISIN: US20825C1045	Primary SEDOL: 2685717
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 7,352	*Shares on Loan: 0	Shares Instructed: 7,352	Shares Voted: 7,352

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Caroline Maury Devine	Mgmt	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 Jody Freeman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Upon further review, support is not warranted for her re-election to the board considering her role as the chair of the Public Policy and Sustainability Committee. The company's lack of ambitious targets in line with net zero scenarios, partial responsiveness to a majority-supported shareholder request for setting Scope 1, 2, and 3 targets, and capital expenditure plans heavily weighted toward continued exploration and production of fossil fuels signify a lack of effective oversight and management of climate-related risks. Moreover, the concerns raised are particularly salient for ConocoPhillips as it has been identified as one of the world's largest emitters by Climate Action 100+.As chair of the Public Policy and Sustainability Committee, Ms. Freeman is charged with specific oversight responsibility for the management and oversight of climate-related risks. As such, support is not warranted for Ryan Lance, Robert Niblock, and Jody Freeman 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.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	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>						
1d	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>						
1e	Elect Director Ryan M. Lance	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary.</i>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	Elect Director Arjun N. Murti	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Robert A. Niblock	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Votes AGAINST Ryan Lance and Robert Niblock are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary.</i>						
1l	Elect Director David T. Seaton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director R.A. Walker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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 2.26 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While acknowledging the company's strong financial and share price performance for the year in review, a quantitative pay-for-performance misalignment is identified and underscored by several concerns regarding incentive programs. First, annual incentives, while based on an objective scorecard, lack clear disclosure of threshold and maximum goals for many metrics. This limits investor ability to assess payouts and goal rigor from year to year. The committee also used discretion to increase payouts in FY21. Long-term incentives, while mostly performance-based, target merely median performance and lack a cap on vesting for negative TSR. This is particularly concerning as PSUs have been earned above target for the last four performance cycles.</i>						
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: 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.							
6	Provide Right to Call Special Meetings	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholders' rights.							
7	Report on GHG Emissions Reduction Targets	SH	Yes	Against	For	For	For
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.							
8	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		7,228	7,228
			05/06/2022	05/06/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		124	124
			05/06/2022	05/06/2022			
Total Shares:						7,352	7,352

Cummins Inc.

Meeting Date: 05/10/2022	Country: USA	Ticker: CMI	Proxy Level: 3
Record Date: 03/08/2022	Meeting Type: Annual	Meeting ID: 1626885	
Primary Security ID: 231021106	Primary CUSIP: 231021106	Primary ISIN: US2310211063	Primary SEDOL: 2240202
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 101	*Shares on Loan: 0	Shares Instructed: 101	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Elect Director Jennifer W. Rumsey	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
3	Elect Director Robert J. Bernhard	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
4	Elect Director Franklin R. Chang Diaz	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Cummins Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Elect Director Bruno V. Di Leo Allen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
6	Elect Director Stephen B. Dobbs	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
7	Elect Director Carla A. Harris	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
8	Elect Director Robert K. Herdman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
9	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
10	Elect Director William I. 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.							
11	Elect Director Georgia R. Nelson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
12	Elect Director Kimberly A. Nelson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
13	Elect Director Karen H. Quintos	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
14	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 during the year in review.							
15	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 2.90 percent of the fees paid to the auditor are for non-audit purposes.							
16	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.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		101	101
			04/25/2022	04/25/2022			
			Total Shares:				101

Danaher Corporation

Meeting Date: 05/10/2022	Country: USA	Ticker: DHR	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1628501	
Primary Security ID: 235851102	Primary CUSIP: 235851102	Primary ISIN: US2358511028	Primary SEDOL: 2250870

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

Total Ballots: 1		Voting Policy: UUA		Votable Shares: 1,527		*Shares on Loan: 0		Shares Instructed: 1,527		Shares Voted: 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				
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1b	Elect Director Linda Filler	Mgmt	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 Teri List	Mgmt	Yes	For	Against	Against	Against				
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity.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.											
1d	Elect Director Walter G. Lohr, Jr.	Mgmt	Yes	For	Against	Against	Against				
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity.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.											
1e	Elect Director Jessica L. Mega	Mgmt	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 Mitchell P. Rales	Mgmt	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 M. Rales	Mgmt	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 Pardis C. Sabeti	Mgmt	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 A. Shane Sanders	Mgmt	Yes	For	Against	Against	Against				
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity.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.											
1j	Elect Director John T. Schwieters	Mgmt	Yes	For	Against	Against	Against				
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity.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.											
1k	Elect Director Alan G. Spoon	Mgmt	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 Raymond C. Stevens	Mgmt	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 Elias A. Zerhouni	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: A vote FOR this item is warranted because only 8.40 percent of the fees paid to the auditor are for non-audit purposes.											

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Danaher Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and half of long-term incentives are performance-conditioned.							
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. 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,527	1,527
			04/14/2022	04/14/2022			
			Total Shares:				1,527

Everest Re Group, Ltd.

Meeting Date: 05/10/2022	Country: Bermuda	Ticker: RE	Proxy Level: N/A
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1633898	
Primary Security ID: G3223R108	Primary CUSIP: G3223R108	Primary ISIN: BMG3223R1088	Primary SEDOL: 2556868
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 27	*Shares on Loan: 0	Shares Instructed: 27	Shares Voted: 27

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Juan C. Andrade	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director William F. Galtney, 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.							
1.4	Elect Director John A. Graf	Mgmt	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 Meryl Hartzband	Mgmt	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 Gerri Losquadro	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Roger M. Singer	Mgmt	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 Joseph V. Taranto	Mgmt	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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Everest Re Group, Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director John A. Weber	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 8.78 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 CEO pay and company performance are reasonably aligned at this time. The company returned to its usual practice of basing the majority of annual incentive awards on objective financial performance metrics, and half of the CEO's equity awards are conditioned on long-term financial performance goals.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		27	27
			04/22/2022	04/22/2022			
			Total Shares:				

First American Financial Corporation

Meeting Date: 05/10/2022		Country: USA		Ticker: FAF		Proxy Level: 3	
Record Date: 03/17/2022		Meeting Type: Annual		Meeting ID: 1630105			
Primary Security ID: 31847R102		Primary CUSIP: 31847R102		Primary ISIN: US31847R1023		Primary SEDOL: B4NFPK4	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 470		*Shares on Loan: 0		Shares Instructed: 470		Shares Voted: 470	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reginald H. Gilyard	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 Parker S. 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.							
1.3	Elect Director Mark C. Oman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the company demonstrated sufficient responsiveness to last year's low say-on-pay vote. In addition, pay and performance are reasonably aligned at this time.							
3	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.							

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First American Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.51 percent of the fees paid to the auditor are for non-audit purposes.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		470	470
			04/22/2022	04/22/2022			
					Total Shares:	470	470

Iron Mountain Incorporated

Meeting Date: 05/10/2022		Country: USA		Ticker: IRM		Proxy Level: 3	
Record Date: 03/14/2022		Meeting Type: Annual		Meeting ID: 1629163			
Primary Security ID: 46284V101		Primary CUSIP: 46284V101		Primary ISIN: US46284V1017		Primary SEDOL: BVFTF03	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 672		*Shares on Loan: 0		Shares Instructed: 672		Shares Voted: 672	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Pamela M. Arway	Mgmt	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 Clarke H. Bailey	Mgmt	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 Kent P. Dauten	Mgmt	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 Monte 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 Robin L. Matlock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director William L. Meaney	Mgmt	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 Wendy J. Murdock	Mgmt	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 Walter C. Rakowich	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Iron Mountain Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Doyle R. Simons	Mgmt	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 Alfred J. Verrecchia	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual and long-term incentives are primarily performance based, with an increase in the percentage of performance shares from the prior year. However, concern remains regarding the use of annual performance periods for portions of the long-term award.							
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 22.85 percent of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		672	672
			04/15/2022	04/15/2022			
			Total Shares:				672

MDU Resources Group, Inc.

Meeting Date: 05/10/2022		Country: USA		Ticker: MDU		Proxy Level: 3	
Record Date: 03/11/2022		Meeting Type: Annual		Meeting ID: 1626050			
Primary Security ID: 552690109		Primary CUSIP: 552690109		Primary ISIN: US5526901096		Primary SEDOL: 2547323	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 1,122		*Shares on Loan: 0		Shares Instructed: 1,122		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Karen B. Fagg	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director David L. Goodin	Mgmt	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 Dennis W. Johnson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Patricia L. Moss	Mgmt	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 Dale S. Rosenthal	Mgmt	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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MDU Resources Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Edward A. Ryan	Mgmt	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. Sparby	Mgmt	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 Chenxi Wang	Mgmt	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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,122	1,122
			04/20/2022	04/20/2022			
			Total Shares:				1,122

Prudential Financial, Inc.

Meeting Date: 05/10/2022	Country: USA	Ticker: PRU	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1625279	
Primary Security ID: 744320102	Primary CUSIP: 744320102	Primary ISIN: US7443201022	Primary SEDOL: 2819118
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 241	*Shares on Loan: 0	Shares Instructed: 241	Shares Voted: 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
Voting Policy Rationale: The nominee is employed full-time and sits 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 Gilbert F. Casellas	Mgmt	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 M. Falzon	Mgmt	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 Martina Hund-Mejean	Mgmt	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 Wendy E. 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.							

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Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Karl J. Krapek	Mgmt	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 Peter R. Lighte	Mgmt	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 Charles F. Lowrey	Mgmt	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 George Paz	Mgmt	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 Sandra Pianalto	Mgmt	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 Christine A. Poon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.12	Elect Director Douglas A. Scovanner	Mgmt	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 Michael A. Todman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives were entirely based on financial performance, and a majority of equity incentives are based on performance measured over a multi-year period.							
4	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company's existing good governance practices in particular, the unfettered right of 10 percent of shareholders to call special meetings provide an effective counterbalance to the inability of shareholders to act by less-than-unanimous written consent.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		241	241
			04/19/2022	04/19/2022			
			Total Shares:				241

T. Rowe Price Group, Inc.

Meeting Date: 05/10/2022	Country: USA	Ticker: TROW	Proxy Level: 3
Record Date: 03/01/2022	Meeting Type: Annual	Meeting ID: 1624475	
Primary Security ID: 74144T108	Primary CUSIP: 74144T108	Primary ISIN: US74144T1088	Primary SEDOL: 2702337

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T. Rowe Price Group, Inc.

Total Ballots: 2		Voting Policy: UUA					
Votable Shares: 508		*Shares on Loan: 0		Shares Instructed: 508		Shares Voted: 508	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn R. August	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 Mark S. Bartlett	Mgmt	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 Mary K. Bush	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 Dina Dublon	Mgmt	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 Freeman A. Hrabowski, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Robert F. MacLellan	Mgmt	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 Eileen P. Rominger	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Robert W. Sharps	Mgmt	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 J. Stevens	Mgmt	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. Stromberg	Mgmt	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 Richard R. Verma	Mgmt	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 Sandra S. Wijnberg	Mgmt	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 Alan D. Wilson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Annual incentives, which represent the largest component of compensation, are guided by a wide-ranging performance assessment but are ultimately determined discretionarily, with limited disclosure of the key determinants of bonus levels. While this issue warrants continued monitoring, CEO pay and company performance are reasonably aligned for the year in review, as the increase in incentive awards directionally aligns with financial and stock price performance. A vote FOR this proposal is therefore warranted. However, a quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and disclosure practices.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 4.07 percent of the fees paid to the auditor are for non-audit purposes.							

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T. Rowe Price Group, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		453	453
			04/19/2022	04/19/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		55	55
			04/19/2022	04/19/2022			
Total Shares:						508	508

The Gap, Inc.

Meeting Date: 05/10/2022	Country: USA	Ticker: GPS	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1629032	
Primary Security ID: 364760108	Primary CUSIP: 364760108	Primary ISIN: US3647601083	Primary SEDOL: 2360326
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 920	*Shares on Loan: 0	Shares Instructed: 920	Shares Voted: 920

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elisabeth B. Donohue	Mgmt	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 Kathryn Hall	Mgmt	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 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 Chris O'Neill	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.							
1i	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.							

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The Gap, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	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.							
1k	Elect Director Sonia Syngal	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.16 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		920	920
			04/21/2022	04/21/2022			
			Total Shares:				920

The Hanover Insurance Group, Inc.

Meeting Date: 05/10/2022	Country: USA	Ticker: THG	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1626056	
Primary Security ID: 410867105	Primary CUSIP: 410867105	Primary ISIN: US4108671052	Primary SEDOL: 2020415
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100	Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Martin P. Hughes	Mgmt	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 Kevin J. Bradicich	Mgmt	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 Theodore H. Bunting, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Joseph R. Ramrath	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director John C. Roche	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	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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The Hanover Insurance 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 and no significant concerns were identified at this time.							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			04/19/2022	04/19/2022			
Total Shares:						100	100

American International Group, Inc.

Meeting Date: 05/11/2022		Country: USA		Ticker: AIG		Proxy Level: 3	
Record Date: 03/16/2022		Meeting Type: Annual		Meeting ID: 1628059			
Primary Security ID: 026874784		Primary CUSIP: 026874784		Primary ISIN: US0268747849		Primary SEDOL: 2027342	
		Total Ballots: 2		Voting Policy: UUA			
Votable Shares: 2,366		*Shares on Loan: 0		Shares Instructed: 2,366		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director William G. Jurgensen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Linda A. Mills	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Thomas F. Motamed	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Peter R. Porrino	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director John G. 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.							
1h	Elect Director Douglas M. Steenland	Mgmt	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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American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	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>							
1j	Elect Director Peter 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: 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. Annual incentives are primarily based on disclosed quantitative performance goals, and the company targets half of equity awards to be 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 2.21 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2022	Auto-Approved 04/25/2022		2,281	2,281
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/25/2022	Auto-Approved 04/25/2022		85	85
Total Shares:						2,366	2,366

American Water Works Company, Inc.

Meeting Date: 05/11/2022	Country: USA	Ticker: AWK	Proxy Level: 3
Record Date: 03/17/2022	Meeting Type: Annual	Meeting ID: 1627700	
Primary Security ID: 030420103	Primary CUSIP: 030420103	Primary ISIN: US0304201033	Primary SEDOL: B2R3PV1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 77	*Shares on Loan: 0	Shares Instructed: 77	Shares Voted: 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 M. Susan Hardwick	Mgmt	Yes	For	For	For	For
<i>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 Water Works Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kimberly 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 Julia 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.							
1f	Elect Director Patricia L. Kampling	Mgmt	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 Karl F. Kurz	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director George MacKenzie	Mgmt	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 G. Stavridis	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 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 10.14 percent of the fees paid to the auditor are for non-audit purposes.							
4	Report on Medium and Long-Term Greenhouse Gas Targets Aligned with Paris Agreement - Withdrawn	SH	No				
Voting Policy Rationale: This proposal has been withdrawn.							
5	Report on Third-Party Racial Equity Audit	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent racial equity justice audit would help shareholders better assess the effectiveness of American Water's efforts to address racial inequity.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		77	77
			04/28/2022	04/28/2022			
			Total Shares:				77

CF Industries Holdings, Inc.

Meeting Date: 05/11/2022	Country: USA	Ticker: CF	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1629070	
Primary Security ID: 125269100	Primary CUSIP: 125269100	Primary ISIN: US1252691001	Primary SEDOL: B0G4K50

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CF Industries Holdings, Inc.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 1,962		*Shares on Loan: 0		Shares Instructed: 1,962		Shares Voted: 1,962	
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. Arzbaeher	Mgmt	Yes	For	For	For	For
	<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 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 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>						
1f	Elect Director Jesus Madrazo Yris	Mgmt	Yes	For	For	For	For
	<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: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned. The annual incentives are primarily based on a financial target and equity awards are primarily performance-based.</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 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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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CF Industries Holdings, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,962	1,962
			04/25/2022	04/25/2022			
			Total Shares:				

CVS Health Corporation

Meeting Date: 05/11/2022	Country: USA	Ticker: CVS	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1630565	
Primary Security ID: 126650100	Primary CUSIP: 126650100	Primary ISIN: US1266501006	Primary SEDOL: 2577609
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 2,547	*Shares on Loan: 0	Shares Instructed: 2,547	Shares Voted: 2,547

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
Voting Policy Rationale: The nominee is employed full-time and sits 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 C. David Brown, II	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Alecia A. DeCoudreaux	Mgmt	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 Nancy-Ann M. DeParle	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Roger N. Farah	Mgmt	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 M. Finucane	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Edward J. Ludwig	Mgmt	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 S. Lynch	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Jean-Pierre Millon	Mgmt	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 Mary L. Schapiro	Mgmt	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 William C. Weldon	Mgmt	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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CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.10 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 the proposal is warranted. The 2021 STI financial metric target was set lower than the prior year's results. However, the target was set higher than the prior year's results after excluding the incremental positive impact of the pandemic that resulted in discretionary reductions in 2020. There is some concern surrounding lack of clear disclosure related to the customer service/satisfaction metric. However, the STI program is predominantly based on an objective financial metric, and 75 percent of long-term incentives are delivered in performance shares earned based on clearly disclosed multi-year goals. Continued monitoring of STI goal setting and disclosure is warranted.</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 ownership threshold would provide for a more useful special meeting right for shareholders.</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>							
6	Commission a Workplace Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company has enhanced its reporting around its diversity and inclusion initiatives, EEO-1 reporting, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights.</i>							
7	Adopt a Policy on Paid Sick Leave for All Employees	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as it would provide shareholders with greater assurance that the company's workforce has reasonable access to sick leave, which would provide consistent expectations as concerns regarding societal health are on the rise. Additionally, the implementation of this proposal would allow shareholders to better assess whether the company is adhering to its stated commitment to colleague health and its management of related risks.</i>							
8	Report on External Public Health Costs and Impact on Diversified Shareholders	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from an increased disclosure and understanding of the company's food, beverage, and candy business, and its role in the obesity epidemic and related health concerns.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2022	Auto-Approved 04/29/2022		2,446	2,446
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/29/2022	Auto-Approved 04/29/2022		101	101
Total Shares:						2,547	2,547

Dominion Energy, Inc.

Meeting Date: 05/11/2022	Country: USA	Ticker: D	Proxy Level: 4
Record Date: 03/04/2022	Meeting Type: Annual	Meeting ID: 1626038	
Primary Security ID: 25746U109	Primary CUSIP: 25746U109	Primary ISIN: US25746U1097	Primary SEDOL: 2542049

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

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 2,552

*Shares on Loan: 0

Shares Instructed: 2,552

Shares Voted: 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>						
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, as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on pre-set financial metrics. Half of long-term awards were performance-based and utilized a multi-year measurement 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 less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Amend Right to Call Special Meeting	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>						

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Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if Item 4 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.							
6	Adopt Medium Term Scope 3 GHG Emissions Reduction Target	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as including all its material Scope 3 emissions into its net zero by 2050 goal would help investors better understand how the company plans to reduce its full value chain emissions and manage its transition to a low carbon economy.							
7	Report on the Risk of Natural Gas Stranded Assets	SH	Yes	None	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from one unified disclosure that addresses any risks from stranded natural gas assets.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,552	2,552
			04/29/2022	04/29/2022			
			Total Shares:				2,552

Floor & Decor Holdings, Inc.

Meeting Date: 05/11/2022	Country: USA	Ticker: FND	Proxy Level: 3
Record Date: 03/16/2022	Meeting Type: Annual	Meeting ID: 1624037	
Primary Security ID: 339750101	Primary CUSIP: 339750101	Primary ISIN: US3397501012	Primary SEDOL: BYQHP96
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3,610	*Shares on Loan: 0	Shares Instructed: 3,610	Shares Voted: 3,610

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas V. Taylor, 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 Kamy Scarlett	Mgmt	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 Charles Young	Mgmt	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 4.39 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 a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							

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Floor & Decor Holdings, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		3,610	3,610
			04/18/2022	04/18/2022			
Total Shares:						3,610	3,610

Frontdoor, Inc.

Meeting Date: 05/11/2022	Country: USA	Ticker: FTDR	Proxy Level: 3
Record Date: 03/17/2022	Meeting Type: Annual	Meeting ID: 1629054	
Primary Security ID: 35905A109	Primary CUSIP: 35905A109	Primary ISIN: US35905A1097	Primary SEDOL: BFYF094

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 157	*Shares on Loan: 0	Shares Instructed: 157	Shares Voted: 157

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William C. Cobb	Mgmt	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 D. Steve Boland	Mgmt	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 Anna C. Catalano	Mgmt	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 Peter L. Cella	Mgmt	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 L. Clipper	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Richard P. Fox	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 Brian P. McAndrews	Mgmt	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 Liane J. Pelletier	Mgmt	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 Rexford J. Tibbens	Mgmt	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 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 no significant concerns were identified and pay and performance are reasonably aligned at this time.						

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Frontdoor, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		157	157
			04/19/2022	04/19/2022			
			Total Shares:				

IDEXX Laboratories, Inc.

Meeting Date: 05/11/2022	Country: USA	Ticker: IDXX	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1629672	
Primary Security ID: 45168D104	Primary CUSIP: 45168D104	Primary ISIN: US45168D1046	Primary SEDOL: 2459202
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 18	*Shares on Loan: 0	Shares Instructed: 18	Shares Voted: 18

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jonathan W. Ayers	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Stuart M. Essig	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 Jonathan J. Mazelsky	Mgmt	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 M. Anne Szostak	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 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 45.87 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. While a concern is noted regarding the majority time-based equity awards and the significant increase in total CEO pay for the year under review, robust company performance mitigates these concerns at this time as CEO pay and company performance remain reasonably aligned. Additionally, the CEO's annual incentive awards are based predominately on objective financial performance metrics with clearly disclosed targets.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		18	18
			04/06/2022	04/11/2022			
			Total Shares:				18

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Insmed Incorporated

Meeting Date: 05/11/2022	Country: USA	Ticker: INSM	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1630568	
Primary Security ID: 457669307	Primary CUSIP: 457669307	Primary ISIN: US4576693075	Primary SEDOL: 2614487
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,427	*Shares on Loan: 0	Shares Instructed: 2,427	Shares Voted: 2,427

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alfred F. Altomari	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director William H. 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.							
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 less than one percent of the fees paid to the auditor are for non-audit purposes.							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		2,427	2,427
			04/19/2022	04/19/2022			
			Total Shares:				2,427

Kinder Morgan, Inc.

Meeting Date: 05/11/2022	Country: USA	Ticker: KMI	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1630466	
Primary Security ID: 49456B101	Primary CUSIP: 49456B101	Primary ISIN: US49456B1017	Primary SEDOL: B3NQ4P8
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 2,700	*Shares on Loan: 0	Shares Instructed: 2,700	Shares Voted: 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
Voting Policy Rationale: Less than 30% of the board is diverse.A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets.							
1.2	Elect Director Steven J. Kean	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>						
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. A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets.</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. A vote AGAINST Executive Chairman Richard Kinder, Lead Director Michael Morgan, and EHS Committee Chair Robert (Bobby) Vagt is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. The company faces significant climate transition risk and appears to have no binding forward-looking GHG emissions reductions targets.</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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.94 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though certain concerns are highlighted. Shareholders would benefit from improved disclosure surrounding the annual incentive and the continued practice of granting front-loaded equity limits the ability to adjust compensation for changes in performance. Both issues warrant continued monitoring.</i>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,360	2,360
			05/01/2022	05/01/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		340	340
			05/01/2022	05/01/2022			
Total Shares:						2,700	2,700

Kohl's Corporation

Meeting Date: 05/11/2022	Country: USA	Ticker: KSS	Proxy Level: 6
Record Date: 03/07/2022	Meeting Type: Proxy Contest	Meeting ID: 1622294	
Primary Security ID: 500255104	Primary CUSIP: 500255104	Primary ISIN: US5002551043	Primary SEDOL: 2496113
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 331	*Shares on Loan: 0	Shares Instructed: 331	Shares Voted: 331

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Management Proxy (Blue Proxy Card)	Mgmt	No				
	Elect Director Michael J. Bender	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.2	Elect Director Peter Boneparth	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.3	Elect Director Yael Cosset	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.4	Elect Director Christine Day	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.5	Elect Director H. Charles Floyd	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.6	Elect Director Michelle Gass	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.7	Elect Director Margaret L. Jenkins	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.8	Elect Director Thomas A. Kingsbury	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
1.9	Elect Director Robbin Mitchell	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Jonas Prising	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 John E. Schlifske	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 Adrienne Shapira	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.13	Elect Director Stephanie A. Streeter	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
2	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>						
3	Ratify Ernst & Young 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>						
	Dissident Proxy (White Proxy Card)	Mgmt	No				
1.1	Elect Director George R. Brokaw	SH	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i>						
1.2	Elect Director Jonathan Duskin	SH	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i>						
1.3	Elect Director Francis Ken Duane	SH	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i>						
1.4	Elect Director Pamela J. Edwards	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i>						
1.5	Elect Director Stacy Hawkins	SH	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Jeffrey A. Kantor	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i>							
1.7	Elect Director Perry M. Mandarino	SH	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i>							
1.8	Elect Director Cynthia S. Murray	SH	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i>							
1.9	Elect Director Kenneth D. Seipel	SH	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i>							
1.10	Elect Director Craig M. Young	SH	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	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 for the year in review. Annual incentives are entirely based upon pre-set, objective metrics for the year, after the removal of a significant discretionary component. In addition, long-term incentives are primarily performance-based and utilize multi-year performance periods.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	None	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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		331	331
			04/29/2022	04/29/2022			
			Total Shares:				331

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

Landstar System, Inc.

Meeting Date: 05/11/2022	Country: USA	Ticker: LSTR	Proxy Level: 3
Record Date: 03/16/2022	Meeting Type: Annual	Meeting ID: 1627702	
Primary Security ID: 515098101	Primary CUSIP: 515098101	Primary ISIN: US5150981018	Primary SEDOL: 2503994
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 114	*Shares on Loan: 0	Shares Instructed: 114	Shares Voted: 114

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Teresa L. 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.							
1b	Elect Director Homaira Akbari	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 M. 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.							
1d	Elect Director James L. Liang	Mgmt	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: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
4	Approve Non-Employee Director Restricted Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the shareholder value transfer appears to be within a reasonable range.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		114	114
			04/20/2022	04/20/2022			
			Total Shares:			114	114

Markel Corporation

Meeting Date: 05/11/2022	Country: USA	Ticker: MKL	Proxy Level: 3
Record Date: 03/03/2022	Meeting Type: Annual	Meeting ID: 1625075	
Primary Security ID: 570535104	Primary CUSIP: 570535104	Primary ISIN: US5705351048	Primary SEDOL: 2566436
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 55	*Shares on Loan: 0	Shares Instructed: 55	Shares Voted: 55

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	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.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
Voting Policy Rationale: Less than 30% of the board is diverse.							
1b	Elect Director K. Bruce Connell	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1c	Elect Director Thomas S. Gayner	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.							
1d	Elect Director Greta J. Harris	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1e	Elect Director Morgan E. Housel	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1f	Elect Director Diane Leopold	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1g	Elect Director Anthony F. Markel	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1h	Elect Director Steven A. Markel	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1i	Elect Director Harold L. Morrison, Jr.	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1j	Elect Director Michael O'Reilly	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1k	Elect Director A. Lynne Puckett	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1l	Elect Director Richard R. Whitt, III	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Although certain concerns are noted, cash and equity incentives are primarily performance-based and rely on multiyear performance periods.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 4.20 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		55	55
			04/20/2022	04/20/2022			
			Total Shares:				

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NuVasive, Inc.

Meeting Date: 05/11/2022	Country: USA	Ticker: NUVA	Proxy Level: 3
Record Date: 03/22/2022	Meeting Type: Annual	Meeting ID: 1629056	
Primary Security ID: 670704105	Primary CUSIP: 670704105	Primary ISIN: US6707041058	Primary SEDOL: B00GJC2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,236	*Shares on Loan: 0	Shares Instructed: 2,236	Shares Voted: 2,236

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert F. Friel	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Daniel J. Wolterman	Mgmt	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 3.83 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/22/2022	Auto-Approved 04/22/2022		2,236	2,236
Total Shares:						2,236	2,236

Phillips 66

Meeting Date: 05/11/2022	Country: USA	Ticker: PSX	Proxy Level: 3
Record Date: 03/15/2022	Meeting Type: Annual	Meeting ID: 1629599	
Primary Security ID: 718546104	Primary CUSIP: 718546104	Primary ISIN: US7185461040	Primary SEDOL: B78C4Y8
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,516	*Shares on Loan: 0	Shares Instructed: 1,516	Shares Voted: 1,516

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Greg C. Garland	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Votes AGAINST CEO and Chair Greg Garland and Chair of the Public Policy and Sustainability Committee Denise Ramos are warranted as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Gary K. Adams	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director John E. Lowe	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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Phillips 66

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Denise L. Ramos	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Votes AGAINST CEO and Chair Greg Garland and Chair of the Public Policy and Sustainability Committee Denise Ramos are warranted as a signal to the board that stronger independent oversight and board management of climate-related risks at the company are necessary. 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: In response to a low say-on-pay vote result, the company engaged with shareholders, disclosed their feedback in the proxy statement, and connected shareholder concerns to positive changes made within the pay program. However, 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 - High CEO pay relative to company performance compared to the company's peers							
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 1.64 percent of the fees paid to the auditor are for non-audit purposes.							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	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; and - The estimated duration of available and proposed shares exceeds six years.							
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions 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.							
6	Report on Reducing Plastic Pollution	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,516	1,516
			05/01/2022	05/01/2022			
			Total Shares:				1,516

Primerica, Inc.

Meeting Date: 05/11/2022		Country: USA		Ticker: PRI		Proxy Level: 3	
Record Date: 03/15/2022		Meeting Type: Annual		Meeting ID: 1628654			
Primary Security ID: 74164M108		Primary CUSIP: 74164M108		Primary ISIN: US74164M1080		Primary SEDOL: B50K3X8	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 750		*Shares on Loan: 0		Shares Instructed: 750		Shares Voted: 750	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Addison, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Primerica, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Joel M. Babbitt	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director P. George Benson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Amber L. Cottle	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Gary L. Crittenden	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Cynthia N. Day	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Sanjeev Dheer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Beatriz R. Perez	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director D. Richard Williams	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Glenn J. Williams	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Barbara A. Yastine	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.							
3	Ratify KPMG LLP as 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		750	750
			04/20/2022	04/20/2022			
			Total Shares:			750	750

Range Resources Corporation

Meeting Date: 05/11/2022	Country: USA	Ticker: RRC	Proxy Level: 3
Record Date: 03/25/2022	Meeting Type: Annual	Meeting ID: 1630327	
Primary Security ID: 75281A109	Primary CUSIP: 75281A109	Primary ISIN: US75281A1097	Primary SEDOL: 2523334

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

Range Resources Corporation

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 1,091		*Shares on Loan: 0					
Shares Instructed: 1,091		Shares Voted: 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
Voting Policy Rationale: The nominee is employed full-time and sits 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 Margaret K. Dorman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director James M. Funk	Mgmt	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 Steve D. Gray	Mgmt	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 Greg G. Maxwell	Mgmt	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 Reginal W. Spiller	Mgmt	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 Jeffrey L. Ventura	Mgmt	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 none of the fees paid to the auditor are for non-audit purposes.							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		1,091	1,091
			04/19/2022	04/19/2022			
			Total Shares:				1,091

Six Flags Entertainment Corporation

Meeting Date: 05/11/2022	Country: USA	Ticker: SIX	Proxy Level: 3
Record Date: 03/16/2022	Meeting Type: Annual	Meeting ID: 1628027	
Primary Security ID: 83001A102	Primary CUSIP: 83001A102	Primary ISIN: US83001A1025	Primary SEDOL: B43VKB8

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

Six Flags Entertainment Corporation

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 1,185		*Shares on Loan: 0		Shares Instructed: 1,185		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Selim Bassoul	Mgmt	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 Esi Eggleston Bracey	Mgmt	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 Denise M. 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.							
1.5	Elect Director Enrique Ramirez Mena	Mgmt	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 Arik Ruchim	Mgmt	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 compensation committee demonstrated sufficient responsiveness following last year's low say-on-pay support. In addition, pay and performance are reasonably aligned at this time.							
3	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that a majority vote requirement to amend the bylaws would improve shareholder rights.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,185	1,185
			04/29/2022	04/29/2022			
			Total Shares:				1,185

Skyworks Solutions, Inc.

Meeting Date: 05/11/2022	Country: USA	Ticker: SWKS	Proxy Level: 4
Record Date: 03/17/2022	Meeting Type: Annual	Meeting ID: 1626244	
Primary Security ID: 83088M102	Primary CUSIP: 83088M102	Primary ISIN: US83088M1027	Primary SEDOL: 2961053

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

Votable Shares: 366		Total Ballots: 1	*Shares on Loan: 0		Voting Policy: UUA		Shares Instructed: 366		Shares Voted: 366	
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			
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.									
1b	Elect Director Kevin L. Beebe	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.									
1c	Elect Director Liam K. Griffin	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.									
1d	Elect Director Eric J. Guerin	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 Christine King	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 Suzanne E. McBride	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 David P. McGlade	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 Robert A. Schriesheim	Mgmt	Yes	For	For	Against	Against			
	Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.									
2	Ratify 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 the proposal is warranted. Following a failed say-on-pay vote result, the compensation committee disclosed engagement efforts with shareholders as well as the feedback received in these engagements. The proxy also notes meaningful commitments and pay program changes that were made in response to these shareholder concerns.Additionally, pay and performance are sufficiently aligned for the year in review. Annual and long-term incentives are primarily performance-based, with half of the performance shares utilizing a multi-year performance period. While the annual incentives continue to rely on semi-annual periods, the committee indicates its intention to return to an annual period once market conditions stabilize. However, the relative TSR equity awards continue to lack a payout cap for negative absolute TSR results.									
4	Eliminate Supermajority Vote Requirement to Approve Mergers, Consolidations or Dispositions of Substantial Assets	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 for shareholders to approve mergers, consolidations or dispositions of substantial assets, as well as to amend related provisions, would enhance shareholder rights.									
5	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 for shareholders to approve business combinations with related persons or affiliate entities, as well as to amend related provisions, would enhance shareholder rights.									

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Skyworks Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Eliminate Supermajority Vote Requirement to Amend Charter Provisions Governing Directors	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 for shareholders to amend charter provisions governing directors would enhance shareholder rights.							
7	Eliminate Supermajority Vote Requirement to Amend Charter Provision Governing Action by Stockholders	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 for shareholders to amend the charter provision that prohibits shareholder action by written consent would enhance shareholder rights.							
8	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. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		366	366
			05/03/2022	05/03/2022			
			Total Shares:				366

SS&C Technologies Holdings, Inc.

Meeting Date: 05/11/2022		Country: USA		Ticker: SSNC		Proxy Level: 3	
Record Date: 03/16/2022		Meeting Type: Annual		Meeting ID: 1630012			
Primary Security ID: 78467J100		Primary CUSIP: 78467J100		Primary ISIN: US78467J1007		Primary SEDOL: B58YSC6	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 236		*Shares on Loan: 0		Shares Instructed: 236		Shares Voted: 236	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Smita Conjeevaram	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.2	Elect Director Michael E. Daniels	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.3	Elect Director William C. Stone	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	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company made a sizable cash payment to a former NEO upon his voluntary resignation, which is a problematic pay practice. Furthermore, the annual bonus payout value was relatively large and entirely discretionary, lacking any payout formula or targets. There are also concerns regarding a lack of forward-looking goal disclosure and the grant practice of targeting a number of shares instead of a grant value, which is not common market practice. Finally, a non-CEO NEO was compensated above the company's peer group median CEO value, which warrants continued monitoring.							

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SS&C Technologies Holdings, 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 2.55 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		236	236
			04/28/2022	04/28/2022			
			Total Shares:				236

Turquoise Hill Resources Ltd.

Meeting Date: 05/11/2022	Country: Canada	Ticker: TRQ	Proxy Level: 3
Record Date: 03/23/2022	Meeting Type: Annual	Meeting ID: 1612339	
Primary Security ID: 900435207	Primary CUSIP: 900435207	Primary ISIN: CA9004352071	Primary SEDOL: BMQBP72
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,075	*Shares on Loan: 0	Shares Instructed: 1,075	Shares Voted: 1,075

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
Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Alfred (Alfie) Grigg, Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining director nominees.							
1.2	Elect Director Caroline Donally	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Alfred (Alfie) Grigg, Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining director nominees.							
1.3	Elect Director R. Peter Gillin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Alfred (Alfie) Grigg, Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining director nominees.							
1.4	Elect Director Alfred P. Grigg	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Alfred (Alfie) Grigg, Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining director nominees.							
1.5	Elect Director Stephen Jones	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Alfred (Alfie) Grigg, Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining director nominees.							
1.6	Elect Director Russel C. Robertson	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Alfred (Alfie) Grigg, Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining director nominees.							
1.7	Elect Director Maryse Saint-Laurent	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Alfred (Alfie) Grigg, Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining director nominees.							
1.8	Elect Director Steve Thibeault	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Alfred (Alfie) Grigg, Russel Robertson and Maryse Saint-Laurent for lack of diversity on the board. Vote FOR the remaining director nominees.							

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Turquoise Hill Resources Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,075	1,075
			04/21/2022	04/21/2022			
Total Shares:						1,075	1,075

Wyndham Hotels & Resorts, Inc.

Meeting Date: 05/11/2022		Country: USA		Ticker: WH		Proxy Level: 3	
Record Date: 03/18/2022		Meeting Type: Annual		Meeting ID: 1629071			
Primary Security ID: 98311A105		Primary CUSIP: 98311A105		Primary ISIN: US98311A1051		Primary SEDOL: BF108P4	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 100		*Shares on Loan: 0		Shares Instructed: 100		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Geoffrey A. Ballotti	Mgmt	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 Myra J. Biblowit	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director James E. Buckman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Bruce B. Churchill	Mgmt	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 Mukul V. Deoras	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Ronald L. Nelson	Mgmt	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 Pauline D.E. Richards	Mgmt	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.							

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Wyndham Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 16.89 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			04/21/2022	04/21/2022			
Total Shares:						100	100

Avantor, Inc.

Meeting Date: 05/12/2022	Country: USA	Ticker: AVTR	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1630563	
Primary Security ID: 05352A100	Primary CUSIP: 05352A100	Primary ISIN: US05352A1007	Primary SEDOL: BJLT387
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 373	*Shares on Loan: 0	Shares Instructed: 373	Shares Voted: 373

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Juan Andres	Mgmt	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 John Carethers	Mgmt	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 Matthew Holt	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Lan Kang	Mgmt	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 Joseph Massaro	Mgmt	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 Mala Murthy	Mgmt	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 Jonathan Peacock	Mgmt	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 Severino	Mgmt	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 Christi Shaw	Mgmt	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 Michael Stubblefield	Mgmt	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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Avantor, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Gregory Summe	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	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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		373	373
			04/26/2022	04/26/2022			
			Total Shares:				373

Avient Corporation

Meeting Date: 05/12/2022	Country: USA	Ticker: AVNT	Proxy Level: 3
Record Date: 03/15/2022	Meeting Type: Annual	Meeting ID: 1627928	
Primary Security ID: 05368V106	Primary CUSIP: 05368V106	Primary ISIN: US05368V1061	Primary SEDOL: BMHWY55
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,895	*Shares on Loan: 0	Shares Instructed: 2,895	Shares Voted: 2,895

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	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. Fearon	Mgmt	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. Goff	Mgmt	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 Neil 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.							
1.5	Elect Director William R. Jellison	Mgmt	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 Sandra Beach Lin	Mgmt	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 Kim Ann Mink	Mgmt	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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Avient Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Ernest Nicolas	Mgmt	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 Robert M. Patterson	Mgmt	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 Kerry J. Preete	Mgmt	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 Patricia Verduin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.12	Elect Director William A. Wulfsohn	Mgmt	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 some concerns are 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 13.76 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		2,895	2,895
			04/26/2022	04/26/2022			
			Total Shares:				2,895

Bath & Body Works, Inc.

Meeting Date: 05/12/2022	Country: USA	Ticker: BBWI	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1629826	
Primary Security ID: 070830104	Primary CUSIP: 070830104	Primary ISIN: US0708301041	Primary SEDOL: BNNTGJ5
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 831	*Shares on Loan: 0	Shares Instructed: 831	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Alessandro Bogliolo	Mgmt	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 Francis A. Hondal	Mgmt	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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Bath & Body Works, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Danielle M. 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.							
1e	Elect Director Michael G. Morris	Mgmt	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 Sarah E. Nash	Mgmt	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 Juan Rajlin	Mgmt	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 Stephen D. Steinour	Mgmt	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 J.K. Symancyk	Mgmt	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 4.73 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 CEO pay and company performance are reasonably aligned at this time. However, shareholders should continue to closely monitor future CEO pay decisions following the recent separation and appointment of an interim CEO.							
4	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							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		831	831
			04/21/2022	04/21/2022			
			Total Shares:				831

BlackLine, Inc.

Meeting Date: 05/12/2022	Country: USA	Ticker: BL	Proxy Level: 3
Record Date: 03/17/2022	Meeting Type: Annual	Meeting ID: 1626062	
Primary Security ID: 09239B109	Primary CUSIP: 09239B109	Primary ISIN: US09239B1098	Primary SEDOL: BD3WZS6

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Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 1,647		*Shares on Loan: 0					
Shares Instructed: 1,647		Shares Voted: 1,647					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara Whye	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Barbara Whye and Mika Yamamoto 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 Mika Yamamoto	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Barbara Whye and Mika Yamamoto 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.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 13.65 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,647	1,647
			04/26/2022	04/26/2022			
			Total Shares:				1,647

Bunge Limited

Meeting Date: 05/12/2022		Country: Bermuda		Ticker: BG		Proxy Level: N/A	
Record Date: 03/14/2022		Meeting Type: Annual		Meeting ID: 1629761			
Primary Security ID: G16962105		Primary CUSIP: G16962105		Primary ISIN: BMG169621056		Primary SEDOL: 2788713	
Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 862		*Shares on Loan: 0		Shares Instructed: 862		Shares Voted: 862	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sheila Bair	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Carol Browner	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Paul Fribourg	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director J. Erik Fyrwald	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 Gregory Heckman	Mgmt	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 Bernardo Hees	Mgmt	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 Hyle	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Votes AGAINST Chair Kathleen Hyle are warranted as a signal to the board that stronger independent oversight and board management of climate and related risks at the company are necessary. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Michael Kobori	Mgmt	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 Kenneth Simril	Mgmt	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 Henry "Jay" Winship	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Mark Zenuk	Mgmt	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 company performance are reasonably aligned at this time.							
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 1.17 percent of the fees paid to the auditor are for non-audit purposes.							
4	Eliminate Supermajority Vote Requirements	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.							
5	Provide Right to Act by Written Consent	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the company's existing governance practices provide an effective counterbalance to the proposed written consent provisions.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		862	862
			05/02/2022	05/02/2022			
			Total Shares:				862

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

Meeting Date: 05/12/2022	Country: USA	Ticker: CBOE	Proxy Level: 3
Record Date: 03/17/2022	Meeting Type: Annual	Meeting ID: 1629501	
Primary Security ID: 12503M108	Primary CUSIP: 12503M108	Primary ISIN: US12503M1080	Primary SEDOL: B5834C5
	Total Ballots: 2	Voting Policy: UUA	
Votable Shares: 259	*Shares on Loan: 0	Shares Instructed: 259	Shares Voted: 259

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	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Edward 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>						
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 pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and half of equity awards are performance-based. Some concern remains, however, regarding target payout of relative TSR for median performance, as well as the absence of a payout cap for negative absolute TSR results.</i>						

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Cboe Global Markets, 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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		166	166
			04/18/2022	04/18/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		93	93
			04/18/2022	04/18/2022			
Total Shares:						259	259

Cheniere Energy, Inc.

Meeting Date: 05/12/2022		Country: USA		Ticker: LNG		Proxy Level: 3	
Record Date: 03/28/2022		Meeting Type: Annual		Meeting ID: 1634008			
Primary Security ID: 16411R208		Primary CUSIP: 16411R208		Primary ISIN: US16411R2085		Primary SEDOL: 2654364	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 77		*Shares on Loan: 0		Shares Instructed: 77		Shares Voted: 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	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Jack A. Fusco	Mgmt	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 Vicky A. Bailey	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 Patricia K. Collawn	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 David B. Kilpatrick	Mgmt	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 Lorraine Mitchelmore	Mgmt	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 Scott Peak	Mgmt	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 Donald F. Robillard, 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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Cheniere Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Neal A. Shear	Mgmt	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 Andrew J. Teno	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: Although a concern is noted regarding auto-accelerated equity vesting, 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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		77	77
			04/23/2022	04/23/2022			
			Total Shares:			77	77

CoreCivic, Inc.

Meeting Date: 05/12/2022	Country: USA	Ticker: CXW	Proxy Level: 3
Record Date: 03/16/2022	Meeting Type: Annual	Meeting ID: 1628307	
Primary Security ID: 21871N101	Primary CUSIP: 21871N101	Primary ISIN: US21871N1019	Primary SEDOL: BZ8VC58
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 234	*Shares on Loan: 0	Shares Instructed: 234	Shares Voted: 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	Against	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST governance committee members Mark Emkes, Donna Alvarado, Stacia Hylton, and Thurgood Marshall Jr. is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Robert J. Dennis	Mgmt	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. Emkes	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST governance committee members Mark Emkes, Donna Alvarado, Stacia Hylton, and Thurgood Marshall Jr. is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Damon T. Hininger	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Stacia A. Hylton	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST governance committee members Mark Emkes, Donna Alvarado, Stacia Hylton, and Thurgood Marshall Jr. is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Harley G. Lappin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Anne L. Mariucci	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Thurgood Marshall, Jr.	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST governance committee members Mark Emkes, Donna Alvarado, Stacia Hylton, and Thurgood Marshall Jr. is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the bylaws. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Devin I. 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 John R. Prann, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 22.87 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.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		234	234
			04/22/2022	04/22/2022			
			Total Shares:				234

Corporate Office Properties Trust

Meeting Date: 05/12/2022	Country: USA	Ticker: OFC	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1629669	
Primary Security ID: 22002T108	Primary CUSIP: 22002T108	Primary ISIN: US22002T1088	Primary SEDOL: 2756152

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Corporate Office Properties Trust

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 156		*Shares on Loan: 0		Shares Instructed: 156		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Stephen E. Budorick	Mgmt	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 L. Denton, Sr.	Mgmt	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 Philip L. Hawkins	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 Steven D. Kesler	Mgmt	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 Letitia A. Long	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Raymond L. Owens	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director C. Taylor Pickett	Mgmt	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 Lisa G. Trimberger	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 14.65 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		156	156
			04/22/2022	04/22/2022			
			Total Shares:				

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Ford Motor Company

Meeting Date: 05/12/2022	Country: USA	Ticker: F	Proxy Level: 4
Record Date: 03/16/2022	Meeting Type: Annual	Meeting ID: 1630013	
Primary Security ID: 345370860	Primary CUSIP: 345370860	Primary ISIN: US3453708600	Primary SEDOL: 2615468
	Total Ballots: 2	Voting Policy: UUA	
Votable Shares: 12,079	*Shares on Loan: 0	Shares Instructed: 12,079	Shares Voted: 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 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>						
1c	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>						
1d	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>						
1e	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>						
1f	Elect Director William W. Helman, IV	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director 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>						
1h	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>						
1i	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>						
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 Lynn Vojvodich Radakovich	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director John L. Thornton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
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 Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.67 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Ford Motor 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 at this time. Annual incentives are primarily based on disclosed financial metrics, and a majority of regular-cycle equity awards are performance-based. However, concerns are noted with respect to the entirely-time-based Signing Equity Award to NEO Field, as the grant structure essentially guarantees a particular award value in each of four years, reducing the compensation committee's ability to make future adjustments due to individual or company performance. Although concerns are mitigated for the year in review by the fact that this award was intended to offset the value of forfeited compensation from his previous employer, the use of multi-year guaranteed equity awards is generally disfavored by shareholders, and this issue warrants continued monitoring.							
4	Approve Tax Benefits Preservation Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the renewal of the NOL poison pill is warranted given the substantial size of the company's deferred tax assets related to net operating losses, the high likelihood of their realization, and the reasonable three-year term of the NOL pill that mitigates some of the governance risk the pill will pose.							
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		11,679	11,679
			04/29/2022	04/29/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		400	400
			04/29/2022	04/29/2022			
Total Shares:						12,079	12,079

GrafTech International Ltd.

Meeting Date: 05/12/2022	Country: USA	Ticker: EAF	Proxy Level: 3
Record Date: 03/15/2022	Meeting Type: Annual	Meeting ID: 1632806	
Primary Security ID: 384313508	Primary CUSIP: 384313508	Primary ISIN: US3843135084	Primary SEDOL: BFZP4T1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 485	*Shares on Loan: 0	Shares Instructed: 485	Shares Voted: 485

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Denis A. Turcotte	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1.2	Elect Director Michel J. Dumas	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1.3	Elect Director Leslie D. Dunn	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1.4	Elect Director Jean-Marc Germain	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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GrafTech International Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director David Gregory	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 12.23 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 reasons: - The provision for automatic accelerated vesting of equity awards upon a change in control; and - A lack of all the following risk-mitigating features: clawback policy, stock ownership guidelines, and stock holding requirements.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		485	485
			04/25/2022	04/25/2022			
			Total Shares:				485

Intel Corporation

Meeting Date: 05/12/2022	Country: USA	Ticker: INTC	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1628566	
Primary Security ID: 458140100	Primary CUSIP: 458140100	Primary ISIN: US4581401001	Primary SEDOL: 2463247
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 6,149	*Shares on Loan: 0	Shares Instructed: 6,149	Shares Voted: 6,149

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director James J. Goetz	Mgmt	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 Andrea J. Goldsmith	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 Alyssa H. Henry	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal.There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Omar Ishrak	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal.There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	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>							
1h	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>							
1i	Elect Director Dion J. Weisler	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Frank D. Yeary	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.04 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	Against	Against	Against
<i>Voting Policy Rationale: There are concerns regarding the compensation committee's limited degree of responsiveness to last year's failed say-on-pay vote. While the proxy discloses engagement efforts and shareholders' feedback, not all concerns are clearly fully addressed. Moreover, other pay program changes that were made following shareholder outreach are not all clearly positive. This falls short of the robust response that is expected following a failed vote. There are also unmitigated pay-for-performance concerns for the year in review. Annual incentive payouts were made well above target against goals that were lowered after their initial establishment due to a shift in company strategy. Further, NEO participation in a second bonus opportunity is questionable, when the primary program provides substantial pay opportunities (including the new CEO's relatively high target STI opportunity). Moreover, the company will reduce the proportion of performance-conditioned equity for non-CEO NEOs beginning with FY22 grants. Finally, some investors may find that the disclosed changes to both STI and LTI programs for next year do not clearly improve program rigor based on the current level of disclosure. In light of both responsiveness and unmitigated pay-for-performance concerns, a vote AGAINST this proposal is warranted.</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) - The plan allows broad discretion to accelerate vesting</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 15 percent to 10 percent would enhance shareholders' rights.</i>							
6	Report on Third-Party Civil Rights Audit	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations. In addition, it 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		6,149	6,149
			04/29/2022	04/29/2022			

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KeyCorp

Meeting Date: 05/12/2022		Country: USA		Ticker: KEY		Proxy Level: 3	
Record Date: 03/18/2022		Meeting Type: Annual		Meeting ID: 1626039			
Primary Security ID: 493267108		Primary CUSIP: 493267108		Primary ISIN: US4932671088		Primary SEDOL: 2490911	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 4,282		*Shares on Loan: 0		Shares Instructed: 4,282		Shares Voted: 4,282	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director H. James Dallas	Mgmt	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 Elizabeth R. Gile	Mgmt	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 Ruth Ann M. Gillis	Mgmt	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 Christopher M. Gorman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Robin N. Hayes	Mgmt	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 Carlton L. Highsmith	Mgmt	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 Richard J. Hipple	Mgmt	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 Devina A. Rankin	Mgmt	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 Barbara R. Snyder	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.11	Elect Director Richard J. Tobin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.12	Elect Director Todd J. Vasos	Mgmt	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 David K. Wilson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.31 percent of the fees paid to the auditor are for non-audit purposes.							

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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 CEO's pay is conditioned on objective performance metrics, and the majority of equity grants utilize a multi-year performance period. With that said, continued monitoring of the pay program is warranted given the potential goal rigor concerns under the STI program and adjustments to target goals under the LTI due to interest rates.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		4,282	4,282
			04/28/2022	04/28/2022			
Total Shares:						4,282	4,282

Las Vegas Sands Corp.

Meeting Date: 05/12/2022	Country: USA	Ticker: LVS	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1629055	
Primary Security ID: 517834107	Primary CUSIP: 517834107	Primary ISIN: US5178341070	Primary SEDOL: B02T2J7
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 401	*Shares on Loan: 0	Shares Instructed: 401	Shares Voted: 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	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 Micheline Chau	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Patrick Dumont	Mgmt	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 Charles D. Forman	Mgmt	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 Robert G. Goldstein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Nora M. Jordan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Charles A. Koppelman	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Lewis Kramer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Las Vegas Sands Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director David F. Levi	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.10	Elect Director Yibing Mao	Mgmt	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 5.55 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While executives did not receive annual equity awards or payouts under the annual incentive program in 2021, the one-time awards granted to NEOs are problematic. The value of the awards, which were granted for retention purposes and in light of the lack of regular-cycle incentive awards for two consecutive years, is excessive, and vesting is subject to performance over a relatively short period. NEOs received additional one-time grants of RSUs in connection with new employment agreements; these awards are entirely time-vesting and lack a compelling rationale. Furthermore, CEO pay is high relative to company performance compared to the company's peers and in relation to company peer group CEO median pay levels. Finally, the CEO and COO each received sizable gross-up payments on perquisites, which are provided by their employment agreements and are considered to be problematic.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		401	401
			04/29/2022	04/29/2022			
			Total Shares:				401

Martin Marietta Materials, Inc.

Meeting Date: 05/12/2022	Country: USA	Ticker: MLM	Proxy Level: 3
Record Date: 03/04/2022	Meeting Type: Annual	Meeting ID: 1636590	
Primary Security ID: 573284106	Primary CUSIP: 573284106	Primary ISIN: US5732841060	Primary SEDOL: 2572079
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 133	*Shares on Loan: 0	Shares Instructed: 133	Shares Voted: 133

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Sue W. Cole	Mgmt	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 Smith W. Davis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Anthony R. Foxx	Mgmt	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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Martin Marietta Materials, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director John J. Koraleski	Mgmt	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 C. Howard Nye	Mgmt	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 Laree E. Perez	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Thomas H. Pike	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director Michael J. Quillen	Mgmt	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 Donald W. Slager	Mgmt	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 David C. Wajsgras	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	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; - 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		133	133
			05/01/2022	05/01/2022			
			Total Shares:				

Mirati Therapeutics, Inc.

Meeting Date: 05/12/2022		Country: USA		Ticker: MRTX		Proxy Level: 3	
Record Date: 03/15/2022		Meeting Type: Annual		Meeting ID: 1637969			
Primary Security ID: 60468T105		Primary CUSIP: 60468T105		Primary ISIN: US60468T1051		Primary SEDOL: BBPK0J0	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 270		*Shares on Loan: 0		Shares Instructed: 270		Shares Voted: 270	
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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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	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 Aaron I. 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>						
1.5	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 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>						
1.7	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>						
1.8	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>						
1.9	Elect Director David Meek	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>						
1.10	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	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns regarding undisclosed goals utilized by the STI and LTI programs are mitigated as the STI program is primarily based on preset metrics and the company introduced performance-based equity awards as part of its equity pay mix. In addition, the significant equity grant to the CEO is part of his inducement award and is not expected to recur.</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 22.60 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		270	270
			04/28/2022	04/28/2022			
Total Shares:						270	270

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National Retail Properties, Inc.

Meeting Date: 05/12/2022	Country: USA	Ticker: NNN	Proxy Level: 3
Record Date: 03/15/2022	Meeting Type: Annual	Meeting ID: 1623893	
Primary Security ID: 637417106	Primary CUSIP: 637417106	Primary ISIN: US6374171063	Primary SEDOL: 2211811
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 543	*Shares on Loan: 0	Shares Instructed: 543	Shares Voted: 543

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela K.M. Beall	Mgmt	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 Steven D. Cosler	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director David M. Fick	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Edward J. Fritsch	Mgmt	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 Kevin B. Habicht	Mgmt	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 Betsy D. Holden	Mgmt	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 Stephen A. Horn, 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 Kamau O. Witherspoon	Mgmt	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 Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 2.17 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		543	543
			04/22/2022	04/22/2022			
			Total Shares:				

Norfolk Southern Corporation

Meeting Date: 05/12/2022	Country: USA	Ticker: NSC	Proxy Level: 3
Record Date: 03/04/2022	Meeting Type: Annual	Meeting ID: 1629167	
Primary Security ID: 655844108	Primary CUSIP: 655844108	Primary ISIN: US6558441084	Primary SEDOL: 2641894

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

Votable Shares: 224		Total Ballots: 1		Voting Policy: UUA		Shares Instructed: 224		Shares Voted: 224	
*Shares on Loan: 0									
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Thomas D. Bell, Jr.	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>									
1.2	Elect Director Mitchell E. Daniels, Jr.	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>									
1.3	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>									
1.4	Elect Director John C. Huffard, Jr.	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>									
1.5	Elect Director Christopher T. Jones	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>									
1.6	Elect Director Thomas C. Kelleher	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>									
1.7	Elect Director Steven F. Leer	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>									
1.8	Elect Director Michael D. Lockhart	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>									
1.9	Elect Director Amy E. Miles	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>									
1.10	Elect Director Claude Mongeau	Mgmt	Yes	For	For	For	For		
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>									
1.11	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>									
1.12	Elect Director Alan H. 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>									
1.13	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>									
1.14	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 4.07 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 for the year in review. Annual incentives are largely based on pre-set financial measures. In addition, the majority of equity awards are performance based and utilize multi-year performance periods.</i>									

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Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 20 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		224	224
			04/29/2022	04/29/2022			
			Total Shares:				

SBA Communications Corporation

Meeting Date: 05/12/2022	Country: USA	Ticker: SBAC	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1629034	
Primary Security ID: 78410G104	Primary CUSIP: 78410G104	Primary ISIN: US78410G1040	Primary SEDOL: BZ6TS23
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 126	*Shares on Loan: 0	Shares Instructed: 126	Shares Voted: 126

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin L. 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 Jack Langer	Mgmt	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 Jeffrey A. Stoops	Mgmt	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 Jay 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.							
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 2.24 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 are primarily linked to pre-set financial metrics and long-term incentives are chiefly performance-conditioned. Some concerns remain related to the degree of subjectivity utilized in the annual incentives, the lack of a payout cap when absolute TSR results are negative, and the use of the AFFO per share metric in both incentive plans.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		126	126
			04/21/2022	04/21/2022			

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

Texas Roadhouse, Inc.

Meeting Date: 05/12/2022	Country: USA	Ticker: TXRH	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1630320	
Primary Security ID: 882681109	Primary CUSIP: 882681109	Primary ISIN: US8826811098	Primary SEDOL: B033TJ7

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 2,287	*Shares on Loan: 0	Shares Instructed: 2,287	Shares Voted: 2,287

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. Crawford	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Donna E. Epps	Mgmt	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 N. Moore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Gerald L. Morgan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Curtis A. Warfield	Mgmt	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 Kathleen M. Widmer	Mgmt	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 James R. Zarley	Mgmt	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 2.01 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		2,287	2,287
			04/21/2022	04/21/2022			
Total Shares:						2,287	2,287

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Union Pacific Corporation

Meeting Date: 05/12/2022	Country: USA	Ticker: UNP	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1627932	
Primary Security ID: 907818108	Primary CUSIP: 907818108	Primary ISIN: US9078181081	Primary SEDOL: 2914734
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 161	*Shares on Loan: 0	Shares Instructed: 161	Shares Voted: 161

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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.							
1b	Elect Director David B. Dillon	Mgmt	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 Sheri H. Edison	Mgmt	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 Teresa M. Finley	Mgmt	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 Lance M. Fritz	Mgmt	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 C. Hopkins	Mgmt	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 Jane H. Lute	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Michael R. McCarthy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Jose H. Villarreal	Mgmt	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 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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 5.46 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 were reasonably aligned for the year in review.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		136	136
			05/02/2022	05/02/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		25	25
			05/02/2022	05/02/2022			

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Verizon Communications Inc.

Meeting Date: 05/12/2022		Country: USA		Ticker: VZ		Proxy Level: 4	
Record Date: 03/14/2022		Meeting Type: Annual		Meeting ID: 1627114			
Primary Security ID: 92343V104		Primary CUSIP: 92343V104		Primary ISIN: US92343V1044		Primary SEDOL: 2090571	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 6,654		*Shares on Loan: 0		Shares Instructed: 6,654		Shares Voted: 6,654	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Roxanne Austin	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Mark Bertolini	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Melanie 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.							
1.5	Elect Director Laxman Narasimhan	Mgmt	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 Clarence Otis, 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.							
1.7	Elect Director Daniel Schulman	Mgmt	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 Rodney Slater	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.							
1.9	Elect Director Carol Tome	Mgmt	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 Hans Vestberg	Mgmt	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 Gregory Weaver	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. While concerns remain regarding certain perquisites, both short- and long-term incentive programs are primarily performance-based, and equity awards rely on multi-year 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 only 8.66 percent of the fees paid to the auditor are for non-audit purposes.							

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Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
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.							
5	Amend Senior Executive Compensation Clawback Policy	SH	Yes	Against	For	For	For
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.							
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
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.							
7	Report on Operations in Communist China	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure related to its policies, processes, and oversight mechanisms related to managing and mitigating risks of its operations and business activities in China.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		6,654	6,654
			04/29/2022	04/29/2022			
			Total Shares:				6,654

Westlake Corporation

Meeting Date: 05/12/2022	Country: USA	Ticker: WLK	Proxy Level: 1
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1630334	
Primary Security ID: 960413102	Primary CUSIP: 960413102	Primary ISIN: US9604131022	Primary SEDOL: B01ZP20
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100	Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Albert Y. Chao	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director David T. Chao	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is non-independent and sits on a key committee. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Michael J. Graff	Mgmt	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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Westlake Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 17.48 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			04/22/2022	04/22/2022			
			Total Shares:				100

WEX Inc.

Meeting Date: 05/12/2022	Country: USA	Ticker: WEX	Proxy Level: 3
Record Date: 03/31/2022	Meeting Type: Annual	Meeting ID: 1639134	
Primary Security ID: 96208T104	Primary CUSIP: 96208T104	Primary ISIN: US96208T1043	Primary SEDOL: B8383P2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 848	*Shares on Loan: 0	Shares Instructed: 848	Shares Voted: 848

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel Callahan	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 Shikhar Ghosh	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director James (Jim) Neary	Mgmt	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 Melissa 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.							
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 shareholder concerns following last year's failed say-on-pay proposal. In addition, the pay-for-performance misalignment is mitigated at this time. CEO pay significantly decreased compared to last year, and the short- and long-term programs are primarily 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 1.99 percent of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		848	848
			04/26/2022	04/26/2022			

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

Total Shares:	848	848
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Alkermes Plc

Meeting Date: 05/13/2022	Country: Ireland	Ticker: ALKS	Proxy Level: N/A
Record Date: 04/13/2022	Meeting Type: Extraordinary Shareholders	Meeting ID: 1638180	
Primary Security ID: G01767105	Primary CUSIP: G01767105	Primary ISIN: IE00B56GVS15	Primary SEDOL: B3P6D26
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 253	*Shares on Loan: 0	Shares Instructed: 253	Shares Voted: 253

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Adopt Plurality Voting for Contested Election of Directors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as a plurality vote standard for contested director elections is considered best practice, because it will help to ensure that in a contested election, shareholders' preferred candidates are elected to the board.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		253	253
			05/02/2022	05/02/2022			
			Total Shares:				253

APA Corporation

Meeting Date: 05/13/2022	Country: USA	Ticker: APA	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1630472	
Primary Security ID: 03743Q108	Primary CUSIP: 03743Q108	Primary ISIN: US03743Q1085	Primary SEDOL: BNNF1C1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 380	*Shares on Loan: 0	Shares Instructed: 380	Shares Voted: 380

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Annell R. Bay	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Elect Director John J. Christmann, 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.							
3	Elect Director Juliet S. Ellis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
4	Elect Director Charles W. Hooper	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
5	Elect Director Chansoo Joung	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Elect Director John E. Lowe	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.							
7	Elect Director H. Lamar McKay	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
8	Elect Director Amy H. Nelson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
9	Elect Director Daniel W. Rabun	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
10	Elect Director Peter A. Ragauss	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
11	Elect Director David L. Stover	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
12	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 4.38 percent of the fees paid to the auditor are for non-audit purposes.							
13	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 annual incentive plan has been somewhat simplified, the program continues to use a large number of metrics and several metrics lack clear disclosure of performance goals and actual outcomes. Further, in the long-term program, TSR shares target effectively median performance while the other financial target is not disclosed. The company also does not disclose actual performance for closing cycle awards, limiting investors' ability to assess the program's rigor. Although the proxy states the committee will reduce the CEO's 2022 equity awards to maintain alignment with the market, the number of shares underlying long-term incentive grants significantly increased in FY21, creating a potential windfall opportunity in the event of a stock price rebound.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		380	380
			04/27/2022	04/27/2022			
			Total Shares:				380

Intercontinental Exchange, Inc.

Meeting Date: 05/13/2022		Country: USA		Ticker: ICE		Proxy Level: 4	
Record Date: 03/15/2022		Meeting Type: Annual		Meeting ID: 1626241			
Primary Security ID: 45866F104		Primary CUSIP: 45866F104		Primary ISIN: US45866F1049		Primary SEDOL: BFSSDS9	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 545		*Shares on Loan: 0		Shares Instructed: 545		Shares Voted: 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

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Intercontinental Exchange, 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 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 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>						
1d	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>						
1e	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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	Elect Director Martha A. Tirinnanzi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at 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. A majority of short- and long-term incentives are based on objective performance criteria, with performance targets set above corresponding targets and actual performance for the prior year. However, executives can receive target payouts of TSR-based PSUs for performance at the index median, which shareholders typically do not view as a particularly rigorous goal. In addition, EBITDA-based PSUs have a performance period of only one year.</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 Non-Employee Director Stock Option 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>						
5	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i>						
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 20%	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this binding proposal is warranted, as lowering the ownership threshold to call a special meeting from 50 percent to 20 percent of outstanding shares would enhance shareholder rights.</i>						

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Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	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.							
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 50 percent (or 20 percent, if Item 6 is approved) to 10 percent would improve shareholders' ability to use the special meeting right while the risk of abuse of the right would remain small.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		545	545
			04/26/2022	04/26/2022			
Total Shares:						545	545

John Bean Technologies Corporation

Meeting Date: 05/13/2022		Country: USA		Ticker: JBT		Proxy Level: 3	
Record Date: 03/18/2022		Meeting Type: Annual		Meeting ID: 1629506			
Primary Security ID: 477839104		Primary CUSIP: 477839104		Primary ISIN: US4778391049		Primary SEDOL: B3BRJZ8	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 1,086		*Shares on Loan: 0		Shares Instructed: 1,086		Shares Voted: 1,086	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan D. Feldman	Mgmt	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 Lawrence V. Jackson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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 PricewaterhouseCoopers LLC as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 3.88 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	Instructed	Approved	Ballot Voting Status	Votable Shares
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,086
				04/22/2022	04/22/2022		
Total Shares:							1,086
							1,086

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John Bean Technologies Corporation

Marriott Vacations Worldwide Corporation

Meeting Date: 05/13/2022	Country: USA	Ticker: VAC	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1629596	
Primary Security ID: 57164Y107	Primary CUSIP: 57164Y107	Primary ISIN: US57164Y1073	Primary SEDOL: B45K9N8

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 820	*Shares on Loan: 0	Shares Instructed: 820	Shares Voted: 820

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raymond L. Gellein, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Dianna F. Morgan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Jonice Gray Tucker	Mgmt	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 10.78 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 cautionary vote FOR this proposal is warranted. In 2020 and 2021, the company modified the 2018-2020 performance units and 2019-2021 performance units, respectively, to evaluate company performance based upon three separate annual periods rather than based upon one cumulative three-year performance period. However, the 2019-2021 performance units were earned significantly below target.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		820	820
			04/25/2022	04/25/2022			
			Total Shares:				

The Progressive Corporation

Meeting Date: 05/13/2022	Country: USA	Ticker: PGR	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1627022	
Primary Security ID: 743315103	Primary CUSIP: 743315103	Primary ISIN: US7433151039	Primary SEDOL: 2705024

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 278	*Shares on Loan: 0	Shares Instructed: 278	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Stuart B. Burgdoerfer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Charles A. Davis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Roger N. Farah	Mgmt	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 Lawton W. Fitt	Mgmt	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 Susan Patricia Griffith	Mgmt	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 Devin C. 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 Jeffrey D. Kelly	Mgmt	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 Barbara R. Snyder	Mgmt	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 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.							
1l	Elect Director Kahina Van Dyke	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
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.							
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 lack of disclosure of specific performance targets under the annual incentive plan makes it difficult for shareholders to assess its rigor, CEO pay and company performance remain reasonably aligned at this time. Additionally, the majority of the CEO's equity awards are conditioned on long-term performance metrics.							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.69 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		278	278
			04/20/2022	04/20/2022			

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The Progressive Corporation

Total Shares: 278 278

Vulcan Materials Company

Meeting Date: 05/13/2022	Country: USA	Ticker: VMC	Proxy Level: 3
Record Date: 03/16/2022	Meeting Type: Annual	Meeting ID: 1627124	
Primary Security ID: 929160109	Primary CUSIP: 929160109	Primary ISIN: US9291601097	Primary SEDOL: 2931205

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 330	*Shares on Loan: 0	Shares Instructed: 330	Shares Voted: 330

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathleen L. Quirk	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director David P. Steiner	Mgmt	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 Lee J. Styslinger, III	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
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. Annual incentives are primarily linked to pre-set financial metrics and long-term incentives are chiefly performance-conditioned and linked to multi-year performance periods. With that said, concerns are raised regarding the rigor of the LTI plan's performance shares, as relative TSR targets median performance and there is no disclosed payout cap if absolute TSR is negative.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		330	330
			04/26/2022	04/26/2022			
			Total Shares:				330

Weyerhaeuser Company

Meeting Date: 05/13/2022	Country: USA	Ticker: WY	Proxy Level: 3
Record Date: 03/17/2022	Meeting Type: Annual	Meeting ID: 1628913	
Primary Security ID: 962166104	Primary CUSIP: 962166104	Primary ISIN: US9621661043	Primary SEDOL: 2958936

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Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 470		*Shares on Loan: 0		Shares Instructed: 470		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Rick R. Holley	Mgmt	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 Sara Grootwassink 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.							
1d	Elect Director Deidra C. Merriwether	Mgmt	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 Al Monaco	Mgmt	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 Nicole W. Piasecki	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 Lawrence A. Selzer	Mgmt	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 Devin W. Stockfish	Mgmt	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 Kim Williams	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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 were reasonably aligned for the year in review.							
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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		470	470
			05/02/2022	05/02/2022			
			Total Shares:				

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Zimmer Biomet Holdings, Inc.

Meeting Date: 05/13/2022	Country: USA	Ticker: ZBH	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1628020	
Primary Security ID: 98956P102	Primary CUSIP: 98956P102	Primary ISIN: US98956P1021	Primary SEDOL: 2783815
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 582	*Shares on Loan: 0	Shares Instructed: 582	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Betsy J. Bernard	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Michael J. 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 Robert A. Hagemann	Mgmt	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 Bryan C. Hanson	Mgmt	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 Arthur J. Higgins	Mgmt	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 Maria Teresa (Tessa) Hilado	Mgmt	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 Syed Jafry	Mgmt	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 Sreelakshmi Kolli	Mgmt	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 Michael W. Michelson	Mgmt	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 6.05 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST the proposal is warranted. Although the annual pay program is reasonably performance-based, the company made a problematic one-time pay decision after the fiscal year end. In connection with a spinoff, performance equity granted in 2020 and 2021 was converted into time-vested equity, without disclosure of sufficient rationale. In addition, despite the 2020 performance equity tracking to not earn a payout due to underperformance, that grant was determined to vest at 50 percent of target, which undermines a pay-for-performance philosophy.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		582	582
			05/01/2022	05/01/2022			

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JFrog Ltd.

Meeting Date: 05/16/2022 Country: Israel Ticker: FROG Proxy Level: N/A
 Record Date: 04/06/2022 Meeting Type: Annual Meeting ID: 1631222
 Primary Security ID: M6191J100 Primary CUSIP: M6191J100 Primary ISIN: IL0011684185 Primary SEDOL: BMX6JW3

Total Ballots: 1 Voting Policy: UUA
 Votable Shares: 927 *Shares on Loan: 0 Shares Instructed: 927 Shares Voted: 927

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frederic Simon	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST director nominees Frederic (Fred) Simon, Andy Vitus, and Barry Zwarenstein 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 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 Andy Vitus	Mgmt	Yes	For	Against	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. A vote AGAINST director nominees Frederic (Fred) Simon, Andy Vitus, and Barry Zwarenstein 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 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.						
1.3	Elect Director Barry Zwarenstein	Mgmt	Yes	For	Against	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. A vote AGAINST director nominees Frederic (Fred) Simon, Andy Vitus, and Barry Zwarenstein 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 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.						
2	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Three Years	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an 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.						
3	Ratify Kost, Forer, Gabbay & Kasierer 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 32.65 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.						
4	Approve Amended Compensation of Shlomi Ben Haim, Chief Executive Officer	Mgmt	Yes	For	For	For	For
	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 pay-for-performance analysis. Accordingly, a vote FOR this proposal is warranted.						
5	Approve Amended Compensation of Yoav Landman, Chief Technology Officer	Mgmt	Yes	For	For	For	For
	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 pay-for-performance analysis. Accordingly, a vote FOR this proposal is warranted.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Approve Amended Compensation of Frederic Simon, Chief Data Scientist	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because - The resulting potential level of dilution (13.54 percent) and the three-year average burn rate (2.65 percent) exceed recommended guidelines. - The proposal would grant full-value awards consisting of restricted shares without any performance criteria attached, which is not in line with the pay-for-performance principle.</i>							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		927	927
			05/02/2022	05/02/2022			
Total Shares:						927	927

Middleby Corp.

Meeting Date: 05/16/2022		Country: USA		Ticker: MIDD		Proxy Level: 3	
Record Date: 03/18/2022		Meeting Type: Annual		Meeting ID: 1629814			
Primary Security ID: 596278101		Primary CUSIP: 596278101		Primary ISIN: US5962781010		Primary SEDOL: 2590930	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 165		*Shares on Loan: 0		Shares Instructed: 165		Shares Voted: 165	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sarah Palisi Chapin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Timothy J. FitzGerald	Mgmt	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 Cathy L. McCarthy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director John R. Miller, 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.							
1e	Elect Director Robert A. Nerbonne	Mgmt	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 Gordon 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.							
1g	Elect Director Nasseem Ziyad	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							

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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 3.04 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		165	165
			04/29/2022	04/29/2022			
Total Shares:						165	165

RenaissanceRe Holdings Ltd.

Meeting Date: 05/16/2022	Country: Bermuda	Ticker: RNR	Proxy Level: N/A
Record Date: 03/16/2022	Meeting Type: Annual	Meeting ID: 1627175	
Primary Security ID: G7496G103	Primary CUSIP: G7496G103	Primary ISIN: BMG7496G1033	Primary SEDOL: 2728429
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 380	*Shares on Loan: 0	Shares Instructed: 380	Shares Voted: 380

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shyam Gidumal	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Henry Klehm, 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.							
1c	Elect Director Valerie Rahmani	Mgmt	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 Carol P. Sanders	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 Cynthia Trudell	Mgmt	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: Annual incentives were predominantly based on pre-set, quantitative measures, and half of the long-term incentives are targeted to be performance based. A vote FOR this proposal is warranted. Annual incentives were predominantly based on pre-set, quantitative measures. There is some concern raised about the STIP's relative ROACE metric targeting only median performance, and about the CEO's relatively large STI payout opportunities. However, the FY21 below-target STI payout was aligned with performance, and half of the long-term incentives are targeted to be performance based, with forward-looking goals disclosed.							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							

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RenaissanceRe Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve PricewaterhouseCoopers 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		380	380
			05/03/2022	05/03/2022			
Total Shares:						380	380

Sylvamo Corporation

Meeting Date: 05/16/2022	Country: USA	Ticker: SLVM	Proxy Level: 3
Record Date: 03/23/2022	Meeting Type: Annual	Meeting ID: 1632028	
Primary Security ID: 871332102	Primary CUSIP: 871332102	Primary ISIN: US8713321029	Primary SEDOL: BMW72C8
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 37	*Shares on Loan: 0	Shares Instructed: 37	Shares Voted: 37

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean-Michel Ribieras	Mgmt	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 Stan Askren	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 Christine S. Breves	Mgmt	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 Jeanmarie Desmond	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 Liz Gottung	Mgmt	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 Joia M. Johnson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director David Petratis	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST governance committee chair David Petratis is warranted for adopting a short-term poison pill with a relatively low 10 percent trigger. A vote FOR all other director nominees is warranted. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director J. Paul Rollinson	Mgmt	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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Sylvamo Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director James P. Zallie	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 3.82 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.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		37	37
			05/05/2022	05/05/2022			
			Total Shares:				

Baker Hughes Company

Meeting Date: 05/17/2022	Country: USA	Ticker: BKR	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1630564	
Primary Security ID: 05722G100	Primary CUSIP: 05722G100	Primary ISIN: US05722G1004	Primary SEDOL: BDHLTQ5
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 959	*Shares on Loan: 0	Shares Instructed: 959	Shares Voted: 959

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits 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 Gregory D. Brenneman	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 Cynthia B. Carroll	Mgmt	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 Nelda J. Connors	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Michael R. Dumais	Mgmt	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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Baker Hughes Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Gregory L. Ebel	Mgmt	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 Lynn L. Elsenhans	Mgmt	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 G. 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.							
1.9	Elect Director Lorenzo Simonelli	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Support FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are largely based on pre-set financial measures and the majority of long-term incentive awards were performance based and utilized a multi-year measurement period.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		959	959
			04/16/2022	04/17/2022			
			Total Shares:				959

BigCommerce Holdings, Inc.

Meeting Date: 05/17/2022	Country: USA	Ticker: BIGC	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1630591	
Primary Security ID: 08975P108	Primary CUSIP: 08975P108	Primary ISIN: US08975P1084	Primary SEDOL: BMDCDP2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,172	*Shares on Loan: 0	Shares Instructed: 1,172	Shares Voted: 1,172

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven Murray	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 incumbent director nominees Steven Murray and John (Jack) McDonald given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.In the absence of a say-on-pay proposal, WITHHOLD votes are also warranted for compensation committee member John (Jack) McDonald due to an unmitigated pay-for-performance misalignment. Total CEO pay significantly increased compared to last year. Significant concerns are raised given that the majority of the CEO's pay consist of time-vesting equity awards. In addition, while the short-term incentive program is performance-based, actual performance was not disclosed and NEOs earned above-target payouts.							

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BigCommerce Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director John T. McDonald	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 incumbent director nominees Steven Murray and John (Jack) Mcdonald given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.In the absence of a say-on-pay proposal, WITHHOLD votes are also warranted for compensation committee member John (Jack) McDonald due to an unmitigated pay-for-performance misalignment. Total CEO pay significantly increased compared to last year. Significant concerns are raised given that the majority of the CEO's pay consist of time-vesting equity awards. In addition, while the short-term incentive program is performance-based, actual performance was not disclosed and NEOs earned above-target payouts.							
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 5.10 percent of the fees paid to the auditor are for non-audit purposes.							
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,172	1,172
			05/04/2022	05/04/2022			
			Total Shares:				1,172

CubeSmart

Meeting Date: 05/17/2022	Country: USA	Ticker: CUBE	Proxy Level: 3
Record Date: 03/15/2022	Meeting Type: Annual	Meeting ID: 1630323	
Primary Security ID: 229663109	Primary CUSIP: 229663109	Primary ISIN: US2296631094	Primary SEDOL: B6SW913
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 271	*Shares on Loan: 0	Shares Instructed: 271	Shares Voted: 271

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	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 Dorothy Dowling	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director John W. Fain	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 Jair K. Lynch	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Christopher P. Marr	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director John F. Remondi	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.							
1.7	Elect Director Jeffrey F. Rogatz	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.							
1.8	Elect Director Deborah R. Salzberg	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 KPMG LLP as Auditors	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 26.98 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		271	271
			04/26/2022	04/26/2022			
			Total Shares:				271

Invitation Homes, Inc.

Meeting Date: 05/17/2022	Country: USA	Ticker: INVH	Proxy Level: 3
Record Date: 03/22/2022	Meeting Type: Annual	Meeting ID: 1631479	
Primary Security ID: 46187W107	Primary CUSIP: 46187W107	Primary ISIN: US46187W1071	Primary SEDOL: BD81GW9
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 200	*Shares on Loan: 0	Shares Instructed: 200	Shares Voted: 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
Voting Policy Rationale: The nominee is employed full-time and sits 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 Dallas B. Tanner	Mgmt	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 Jana Cohen Barbe	Mgmt	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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Invitation Homes, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Richard D. Bronson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Jeffrey E. Kelter	Mgmt	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 Joseph D. Margolis	Mgmt	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 B. Rhea	Mgmt	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 J. Heidi Roizen	Mgmt	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 Janice L. Sears	Mgmt	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 17.75 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 as pay and performance are reasonably aligned. Further, annual incentives are largely based on pre-set objective measures, while equity grants are predominantly performance-based and utilize a multi-year performance period.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumble Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		200	200
			04/28/2022	04/28/2022			
			Total Shares:				

JPMorgan Chase & Co.

Meeting Date: 05/17/2022	Country: USA	Ticker: JPM	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1630758	
Primary Security ID: 46625H100	Primary CUSIP: 46625H100	Primary ISIN: US46625H1005	Primary SEDOL: 2190385
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 5,542	*Shares on Loan: 0	Shares Instructed: 5,542	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Stephen B. Burke	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>						
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	Against	Against	Against
	<i>Voting Policy Rationale: The increase in reported CEO pay is primarily the result of a sizable, one-time award of stock appreciation rights. Although the CEO's annual LTI is entirely based on clearly disclosed multi-year goals, there are significant concerns regarding the structure of the one-time award, as the award lacks rigorous performance-vesting criteria, or even a premium exercise price. This structural concern is heightened given the substantial pay opportunities this off-cycle award provides. The executive pay program's reliance on discretion to determine annual incentives remains an ongoing concern, even when such discretion is guided by performance assessments against consistent metrics. While the company's recent improved performance may provide context to an increase in performance year pay, some investors may nonetheless question an increase in the CEO's annual-cycle award while long-term TSR lagged the S&P 500 and when the regular award was preceded by such a sizable one-time award. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST 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 less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Adopt Fossil Fuel Financing Policy Consistent with IEA's Net Zero 2050 Scenario	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.</i>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</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>						

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JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Disclose Director Skills and Qualifications Including Ideological Perspectives	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the company's Corporate Governance Principles state that the board strives to ensure diversity of representation among its members, the company already provides information regarding the experience and qualifications of director nominees in matrix format, and the company is not lagging behind its peers in board diversity.</i>							
8	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the request for the board to amend the company's Certificate of Incorporation to become a Public Benefit Corporation does not appear to be necessary to see that the company is acting in a responsible and sustainable way.</i>							
9	Report on Absolute Targets for Financed GHG Emissions in Line with Net Zero Commitments	SH	Yes	Against	Against	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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/06/2022	Auto-Approved 05/06/2022		5,512	5,512
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/06/2022	Auto-Approved 05/06/2022		30	30
Total Shares:						5,542	5,542

Knight-Swift Transportation Holdings Inc.

Meeting Date: 05/17/2022	Country: USA	Ticker: KNX	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1633093	
Primary Security ID: 499049104	Primary CUSIP: 499049104	Primary ISIN: US4990491049	Primary SEDOL: BF0LKD0
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 441	*Shares on Loan: 0	Shares Instructed: 441	Shares Voted: 441

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Garnreiter	Mgmt	Yes	For	For	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 Vander Ploeg	Mgmt	Yes	For	For	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 E. Synowicki, 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 Reid Dove	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Knight-Swift Transportation Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Louis Hobson	Mgmt	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. Annual incentives are based on quantitative goals, and long-term incentives are majority performance-based, with multi-year measurement period.							
3	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 6.28 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 20 percent to 10 percent would enhance shareholders' rights.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		441	441
			04/29/2022	04/29/2022			
			Total Shares:				441

Nielsen Holdings Plc

Meeting Date: 05/17/2022		Country: United Kingdom		Ticker: NLSN		Proxy Level: N/A	
Record Date: 03/21/2022		Meeting Type: Annual		Meeting ID: 1631748			
Primary Security ID: G6518L108		Primary CUSIP: G6518L108		Primary ISIN: GB00BWFY5505		Primary SEDOL: BWFY550	
Total Ballots: 1				Voting Policy: UUA			
Votable Shares: 416		*Shares on Loan: 0		Shares Instructed: 416		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Thomas H. Castro	Mgmt	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 Guerrino De Luca	Mgmt	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 Karen M. Hoguet	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director David Kenny	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Janice Marinelli Mazza	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Jonathan F. 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 1.80 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 1.80 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. The annual bonus was based entirely on pre-set financial metrics with rigorous performance targets. The long-term incentive program utilizes a multi-year performance period and discloses forward-looking targets. Additionally, though the company granted one-time performance option grant, the value of the award was modest and requires significant share price appreciation in order to vest. Finally, closing-cycle performance equity vested below target, which aligns with recent company performance. However, there are concerns regarding the increase in the CEO's LTI grant value amid sustained negative TSR. The one-time performance option grant also utilizes only a 21 consecutive trading day stock price hurdle, which could reward executives for a short-term peaks in performance. Continued close monitoring of equity award practices is warranted.</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	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>						
8	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
9	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	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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Nielsen Holdings Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
10	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		416	416
			05/04/2022	05/04/2022			
			Total Shares:			416	416

Pentair Plc

Meeting Date: 05/17/2022		Country: Ireland		Ticker: PNR		Proxy Level: N/A	
Record Date: 03/18/2022		Meeting Type: Annual		Meeting ID: 1630553			
Primary Security ID: G7S00T104		Primary CUSIP: G7S00T104		Primary ISIN: IE00BLS09M33		Primary SEDOL: BLS09M3	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 331		*Shares on Loan: 0		Shares Instructed: 331		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Melissa Barra	Mgmt	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 Glynis A. Bryan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director T. Michael Glenn	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Theodore L. Harris	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director David A. Jones	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Gregory E. Knight	Mgmt	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 T. Speetzen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director John L. Stauch	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Pentair Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Billie I. Williamson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A 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.							
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 14.50 percent of the fees paid to the auditor are for non-audit purposes.							
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 Preemption Rights 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.							
6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no concerns have been identified.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		331	331
			04/27/2022	04/27/2022			
			Total Shares:				331

Principal Financial Group, Inc.

Meeting Date: 05/17/2022		Country: USA		Ticker: PFG		Proxy Level: 3	
Record Date: 03/23/2022		Meeting Type: Annual		Meeting ID: 1631148			
Primary Security ID: 74251V102		Primary CUSIP: 74251V102		Primary ISIN: US74251V1026		Primary SEDOL: 2803014	
Total Ballots: 1				Voting Policy: UUA			
Votable Shares: 898		*Shares on Loan: 0		Shares Instructed: 898		Shares Voted: 898	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael T. Dan	Mgmt	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 Blair C. Pickerell	Mgmt	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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Principal Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Clare S. Richer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentives are based entirely on an objective financial metric, while FY21 equity grants were half 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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		898	898
			04/15/2022	04/17/2022			
			Total Shares:				898

Realty Income Corporation

Meeting Date: 05/17/2022	Country: USA	Ticker: O	Proxy Level: 3
Record Date: 03/11/2022	Meeting Type: Annual	Meeting ID: 1630014	
Primary Security ID: 756109104	Primary CUSIP: 756109104	Primary ISIN: US7561091049	Primary SEDOL: 2724193
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 854	*Shares on Loan: 0	Shares Instructed: 854	Shares Voted: 854

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Priscilla Almodovar	Mgmt	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 Jacqueline Brady	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director A. Larry Chapman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Reginald H. Gilyard	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 Mary Hogan Preusse	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 Priya Cherian Huskins	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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Realty Income Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Michael D. McKee	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Gregory T. McLaughlin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Ronald L. Merriman	Mgmt	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 Sumit Roy	Mgmt	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. The majority of CEO pay is conditioned on clearly disclosed objective performance metrics, and the relative TSR metric targets above-median performance. Additionally, the one-time equity awards granted in connection with the closing of the recent transaction are conditioned on clearly disclosed performance objectives.							
4	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the proposed increase in the number of 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		854	854
			04/15/2022	04/17/2022			
			Total Shares:				854

SPS Commerce, Inc.

Meeting Date: 05/17/2022		Country: USA		Ticker: SPSC		Proxy Level: 3	
Record Date: 03/21/2022		Meeting Type: Annual		Meeting ID: 1631237			
Primary Security ID: 78463M107		Primary CUSIP: 78463M107		Primary ISIN: US78463M1071		Primary SEDOL: B57VWJ3	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 939		*Shares on Loan: 0		Shares Instructed: 939		Shares Voted: 939	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Archie Black	Mgmt	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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SPS Commerce, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director James Ramsey	Mgmt	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 Marty Reaume	Mgmt	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 Tami Reller	Mgmt	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 Philip Soran	Mgmt	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 Sempowski Ward	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Sven Wehrwein	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	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 19.71 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		939	939
			04/22/2022	04/22/2022			
			Total Shares:			939	939

Sun Communities, Inc.

Meeting Date: 05/17/2022	Country: USA	Ticker: SUI	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1631150	
Primary Security ID: 866674104	Primary CUSIP: 866674104	Primary ISIN: US8666741041	Primary SEDOL: 2860257
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 448	*Shares on Loan: 0	Shares Instructed: 448	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Tonya 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.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Meghan G. Baivier	Mgmt	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 Stephanie W. Bergeron	Mgmt	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 Brian M. Hermelin	Mgmt	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 Ronald A. Klein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Clunet R. 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.							
1h	Elect Director Arthur A. Weiss	Mgmt	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 Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		448	448
			05/03/2022	05/03/2022			
			Total Shares:				

The Charles Schwab Corporation

Meeting Date: 05/17/2022		Country: USA		Ticker: SCHW		Proxy Level: 3	
Record Date: 03/18/2022		Meeting Type: Annual		Meeting ID: 1630522			
Primary Security ID: 808513105		Primary CUSIP: 808513105		Primary ISIN: US8085131055		Primary SEDOL: 2779397	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 1,218		*Shares on Loan: 0		Shares Instructed: 1,218		Shares Voted: 1,218	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John K. Adams, 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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The Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Stephen A. 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>						
1c	Elect Director Brian M. Levitt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Arun Sarin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Charles R. Schwab	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Paula A. Sneed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed board declassification, as well as the related elimination of the supermajority provision to amend the director election provisions and the addition of the ability to remove directors without cause, would enhance board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.19 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. Annual and long-term incentives are primarily performance-based, with performance shares utilizing a multi-year measurement period.</i>						
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
6	Provide Proxy Access Right	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this bylaw amendment is warranted as approval of this item would ensure that the company adopts proxy access on market standard terms that would enhance shareholders' rights.</i>						
7	Adopt Proxy Access Right	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this advisory proposal is warranted as the proxy access provisions suggested by the proponent would be more favorable to shareholders than the comparable provisions of the board bylaw proposal in Item 6.</i>						
8	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>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2022	Auto-Approved 05/05/2022		1,218	1,218
Total Shares:						1,218	1,218

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The Hershey Company

Meeting Date: 05/17/2022	Country: USA	Ticker: HSY	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1633145	
Primary Security ID: 427866108	Primary CUSIP: 427866108	Primary ISIN: US4278661081	Primary SEDOL: 2422806

Total Ballots: 1	Voting Policy: UUA
Votable Shares: 385	Shares Instructed: 385
*Shares on Loan: 0	Shares Voted: 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 Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.99 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	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 some concern remains regarding the relative TSR metric used for performance shares, as it targets median performance and does not include a payout cap if absolute TSR is negative, annual incentives are linked to pre-set financial metrics and equity awards are primarily performance-based.</i>						

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The Hershey Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Eradication of Child Labor in Cocoa Production	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to ban child labor would allow investors to better understand how the company is managing human rights related risks in its supply chain.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		385	385
			05/04/2022	05/04/2022			
Total Shares:						385	385

United States Cellular Corporation

Meeting Date: 05/17/2022	Country: USA	Ticker: USM	Proxy Level: 3
Record Date: 03/22/2022	Meeting Type: Annual	Meeting ID: 1631659	
Primary Security ID: 911684108	Primary CUSIP: 911684108	Primary ISIN: US9116841084	Primary SEDOL: 2918996
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 308	*Shares on Loan: 0	Shares Instructed: 308	Shares Voted: 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
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.							
1.2	Elect Director Gregory P. Josefowicz	Mgmt	Yes	For	For	Withhold	Withhold
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.							
1.3	Elect Director Cecelia D. Stewart	Mgmt	Yes	For	For	Withhold	Withhold
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.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The 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 plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.							
4	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 reasons: - 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.							

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United States Cellular Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		308	308
			05/05/2022	05/05/2022			
			Total Shares:				

Align Technology, Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: ALGN	Proxy Level: 3
Record Date: 03/23/2022	Meeting Type: Annual	Meeting ID: 1631722	
Primary Security ID: 016255101	Primary CUSIP: 016255101	Primary ISIN: US0162551016	Primary SEDOL: 2679204
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,011	*Shares on Loan: 0	Shares Instructed: 1,011	Shares Voted: 1,011

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. Dallas	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Joseph M. Hogan	Mgmt	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 Joseph Lacob	Mgmt	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 C. Raymond Larkin, 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.							
1.5	Elect Director George J. Morrow	Mgmt	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 Anne M. Myong	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Andrea L. Saia	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Greg J. Santora	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director Susan E. Siegel	Mgmt	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 Warren S. Thaler	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Align Technology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.28 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 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		1,011	1,011
			04/15/2022	04/18/2022			

American Financial Group, Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: AFG	Proxy Level: 3
Record Date: 03/25/2022	Meeting Type: Annual	Meeting ID: 1631035	
Primary Security ID: 025932104	Primary CUSIP: 025932104	Primary ISIN: US0259321042	Primary SEDOL: 2134532
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,213	*Shares on Loan: 0	Shares Instructed: 1,213	Shares Voted: 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
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.2	Elect Director S. Craig Lindner	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.3	Elect Director John B. Berding	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.4	Elect Director James E. Evans	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.5	Elect Director Terry S. Jacobs	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.6	Elect Director Gregory G. Joseph	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.7	Elect Director Mary Beth Martin	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.8	Elect Director Amy Y. Murray	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							

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American Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Evans N. Nwankwo	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.10	Elect Director William W. Verity	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.11	Elect Director John I. Von Lehman	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 10.79 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 and long-term incentives are primarily performance-based, with long-term incentives utilizing multi-year performance periods. However, shareholders should continue to monitor future compensation elements as they currently exceed the peer median for each co-CEO.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,213	1,213
			05/06/2022	05/06/2022			
			Total Shares:				1,213

Anthem, Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: ANTM	Proxy Level: 3
Record Date: 03/17/2022	Meeting Type: Annual	Meeting ID: 1630561	
Primary Security ID: 036752103	Primary CUSIP: 036752103	Primary ISIN: US0367521038	Primary SEDOL: BSPHGL4
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 380	*Shares on Loan: 0	Shares Instructed: 380	Shares Voted: 380

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan D. DeVore	Mgmt	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 Bahija Jallal	Mgmt	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 Ryan M. Schneider	Mgmt	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 Elizabeth E. Tallett	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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Anthem, 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. The majority of CEO pay remains conditioned on objective financial performance metrics.							
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 3.55 percent of the fees paid to the auditor are for non-audit purposes.							
4	Change Company Name to Elevance Health, Inc.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that it is unlikely that the name change would have a negative financial impact on the company.							
5	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company's political contribution disclosure is adequate for shareholders to understand how the company has been involved in political campaigns and judge whether those contributions are in line with the company's values.							
6	Oversee and Report a Racial Equity Audit	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and ventures. In addition, it 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		296	296
			05/09/2022	05/09/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		84	84
			05/09/2022	05/09/2022			
Total Shares:						380	380

CBRE Group, Inc.

Meeting Date: 05/18/2022		Country: USA		Ticker: CBRE		Proxy Level: 3	
Record Date: 03/21/2022		Meeting Type: Annual		Meeting ID: 1632177			
Primary Security ID: 12504L109		Primary CUSIP: 12504L109		Primary ISIN: US12504L1098		Primary SEDOL: B6WVMH3	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 127		*Shares on Loan: 0		Shares Instructed: 127		Shares Voted: 127	
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Beth F. Cobert	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. 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	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. 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 Susan Meaney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Oscar 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>						
1i	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>						
1j	Elect Director Sanjiv Yajnik	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. 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 4.11 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 CEO pay and company performance are reasonably aligned at this time. The company clearly discloses the adjustments made to the performance targets underlying the 2020 performance equity awards, as well as the rationale for these adjustments. While these adjustments resulted in awards being earned at maximum, this is aligned with the company's recent strong TSR performance. Additionally, the majority of CEO pay remains conditioned on objective performance metrics, and the CEO agreed to reduce his pay during the year in review in light of the ongoing challenges presented by the COVID-19 pandemic.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		127	127
			04/19/2022	04/19/2022			

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Chipotle Mexican Grill, Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: CMG	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1630313	
Primary Security ID: 169656105	Primary CUSIP: 169656105	Primary ISIN: US1696561059	Primary SEDOL: B0X7DZ3

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 11	*Shares on Loan: 0	Shares Instructed: 11	Shares Voted: 11

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	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 A. Carey	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director 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 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>						
1.6	Elect Director Robin Hickenlooper	Mgmt	Yes	For	For	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 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>						
1.8	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>						
1.9	Elect Director Mary Winston	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>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The compensation committee has made positive pay program changes and has also committed not to modify in-flight annual cash or equity incentive awards held by its executive officers, except possibly in the event of extraordinary circumstances, thereby demonstrating adequate responsiveness to the prior year's relatively low say-on-pay. Additionally, the majority of the CEO's pay is conditioned on objective performance metrics and CEO pay and company performance were reasonably aligned during the year in review.</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 31.86 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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Chipotle Mexican Grill, 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	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is reasonable; and - The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.							
6	Oversee and Report a Racial Equity 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 Chipotle's efforts to address the issue of any inequality in its workforce and its management of related risks.							
7	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Yes	Against	Against	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 the company's diversity, equity and inclusion efforts and management of related risks.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		11	11
			05/10/2022	05/10/2022			
			Total Shares:				

Euronet Worldwide, Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: EEFT	Proxy Level: 3
Record Date: 03/22/2022	Meeting Type: Annual	Meeting ID: 1633981	
Primary Security ID: 298736109	Primary CUSIP: 298736109	Primary ISIN: US2987361092	Primary SEDOL: 2320148
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 1,116	*Shares on Loan: 0	Shares Instructed: 1,116	Shares Voted: 1,116

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Brown	Mgmt	Yes	For	For	Withhold	Withhold
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 Andrew B. Schmitt	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.							
1.3	Elect Director M. Jeannine Strandjord	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.							
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.							

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Euronet Worldwide, 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.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		71	71
			05/03/2022	05/03/2022			
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,045	1,045
			05/03/2022	05/03/2022			
Total Shares:						1,116	1,116

Fiserv, Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: FISV	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1631714	
Primary Security ID: 337738108	Primary CUSIP: 337738108	Primary ISIN: US3377381088	Primary SEDOL: 2342034
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 463	*Shares on Loan: 0	Shares Instructed: 463	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Alison Davis	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Henrique de Castro	Mgmt	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 Harry F. DiSimone	Mgmt	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 Dylan G. Haggart	Mgmt	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 Wafaa Mamilli	Mgmt	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 Heidi G. 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.							
1.8	Elect Director Doyle R. Simons	Mgmt	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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Fiserv, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Kevin M. Warren	Mgmt	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. Following low shareholder support for last year's say-on-pay proposal, the compensation committee disclosed engagement efforts with shareholders as well as the feedback received in these engagements. The proxy also notes commitments and pay program changes that were made in response to these shareholder concerns. In addition, pay and performance are reasonably aligned for the year in review. Although some concerns are noted, annual incentives are primarily performance-based, and long-term incentives are half-performance based and utilize a multi-year measurement period.							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 4.24 percent of the fees paid to the auditor are for non-audit purposes.							
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		463	463
			05/04/2022	05/04/2022			
			Total Shares:				

Five9, Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: FIVN	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1631715	
Primary Security ID: 338307101	Primary CUSIP: 338307101	Primary ISIN: US3383071012	Primary SEDOL: BKY7X18
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 926	*Shares on Loan: 0	Shares Instructed: 926	Shares Voted: 926

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jack Acosta	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Rowan Trollope, David Welsh, and Jack Acosta due to 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. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Rowan Trollope	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Rowan Trollope, David Welsh, and Jack Acosta due to 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. There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director David Welsh	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Rowan Trollope, David Welsh, and Jack Acosta due to 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. 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 some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		926	926
			04/27/2022	04/27/2022			
			Total Shares:				926

Halliburton Company

Meeting Date: 05/18/2022	Country: USA	Ticker: HAL	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1631549	
Primary Security ID: 406216101	Primary CUSIP: 406216101	Primary ISIN: US4062161017	Primary SEDOL: 2405302
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 1,663	*Shares on Loan: 0	Shares Instructed: 1,663	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director William E. Albrecht	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director M. Katherine Banks	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Alan 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.							
1e	Elect Director Milton Carroll	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Halliburton Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Earl M. Cummings	Mgmt	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	Against	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Robert A. Malone	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Jeffrey A. 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.							
1j	Elect Director Bhavesh V. (Bob) Patel	Mgmt	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 Tobin M. Edwards Young	Mgmt	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 7.41 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	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following last year's failed say-on-pay vote, the compensation committee has demonstrated only a limited degree of responsiveness to investor concerns. Further, for the year in review, ongoing concerns with respect to the long-term incentive program underscore a pay-for-performance misalignment. While acknowledging reporting challenges associated with the change in long-term incentive programs, the CEO's total target annual LTI award value has increased over the past two years without clear rationale, providing larger payout opportunities. The performance metrics also target merely median performance and have resulted in maximum payouts for several consecutive years, even resulting in maximum-level vesting when performance was negative in each of the last two cycles.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,543	1,543
			05/05/2022	05/05/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		120	120
			05/05/2022	05/05/2022			
Total Shares:						1,663	1,663

Henry Schein, Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: HSIC	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1632180	
Primary Security ID: 806407102	Primary CUSIP: 806407102	Primary ISIN: US8064071025	Primary SEDOL: 2416962

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

Total Ballots: 1			Voting Policy: UUA				
Votable Shares: 254		*Shares on Loan: 0		Shares Instructed: 254		Shares Voted: 254	
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 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.						
1c	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.						
1d	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.						
1e	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.						
1f	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.						
1g	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.						
1h	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.						
1i	Elect Director Mark E. Mlotek	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1j	Elect Director Steven Paladino	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1k	Elect Director Carol Raphael	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1l	Elect Director E. Dianne Rekow	Mgmt	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 Scott Serota	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Bradley T. Sheares	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1o	Elect Director Reed V. Tuckson	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	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. In addition to granting an entirely time-based one-time pandemic related equity award, the compensation committee revised its long-term incentive program to consist of entirely time-based equity awards, as opposed to the entirely performance-based awards granted in FY2020.						

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Henry Schein, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify BDO USA, LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		254	254
			05/06/2022	05/06/2022			
					Total Shares:	254	254

Hyatt Hotels Corporation

Meeting Date: 05/18/2022	Country: USA	Ticker: H	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1632646	
Primary Security ID: 448579102	Primary CUSIP: 448579102	Primary ISIN: US4485791028	Primary SEDOL: B5B82X4
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100	Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul D. Ballew	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Mark S. Hoplamazian	Mgmt	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 Cary D. McMillan	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 Michael A. Rocca	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 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 25.07 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	Against	Against	Against
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; High CEO pay in relation to company peer group CEO median pay levels. Additionally, the NEOs received additional PSUs and RSUs to offset PSU awards that were forfeited under a prior year plan, a practice which serves to circumvent pay-for-performance outcomes and is generally disfavored by investors. Concerns are heightened considering that the additional PSUs have already been earned above target based on an annual performance period, while the additional RSUs are entirely time based. Further, the company did not disclose the details of the STIP, nor the forward-looking goals of the LTIP.							

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Hyatt Hotels Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			05/06/2022	05/06/2022			
			Total Shares:				100

ITT Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: ITT	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1631639	
Primary Security ID: 45073V108	Primary CUSIP: 45073V108	Primary ISIN: US45073V1089	Primary SEDOL: BZBY209
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 143	*Shares on Loan: 0	Shares Instructed: 143	Shares Voted: 143

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Geraud Darnis	Mgmt	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 Donald DeFosset, 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 Nicholas C. Fanandakis	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Richard P. Lavin	Mgmt	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 Rebecca A. McDonald	Mgmt	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 Timothy H. Powers	Mgmt	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 Luca Savi	Mgmt	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 Cheryl L. Shavers	Mgmt	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 Sabrina Soussan	Mgmt	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 6.97 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	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		143	143
			05/05/2022	05/05/2022			
			Total Shares:				

Lazard Ltd

Meeting Date: 05/18/2022	Country: Bermuda	Ticker: LAZ	Proxy Level: N/A
Record Date: 03/22/2022	Meeting Type: Annual	Meeting ID: 1627773	
Primary Security ID: G54050102	Primary CUSIP: G54050102	Primary ISIN: BMG540501027	Primary SEDOL: B081VQ7
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,062	*Shares on Loan: 0	Shares Instructed: 1,062	Shares Voted: 1,062

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard N. Haass	Mgmt	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 Jane L. Mendillo	Mgmt	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 Richard D. Parsons	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While the company adjusted metrics for 2020 to neutralize the unanticipated impact of COVID-19 on financial results, which resulted to incremental award values in 2021, this did not result in a pay-for-performance misalignment at this time. Shareholders should continue to monitor the company's executive compensation program.							
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 4.61 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,062	1,062
			05/03/2022	05/03/2022			
			Total Shares:				

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LPL Financial Holdings Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: LPLA	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1634011	
Primary Security ID: 50212V100	Primary CUSIP: 50212V100	Primary ISIN: US50212V1008	Primary SEDOL: B75JX34

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 68	*Shares on Loan: 0	Shares Instructed: 68	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Edward C. Bernard	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director 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.							
1d	Elect Director William F. Glavin, 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 Allison H. Mnookin	Mgmt	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 M. Mulcahy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director James S. Putnam	Mgmt	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 Richard P. Schifter	Mgmt	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 Corey E. Thomas	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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 5.37 percent of the fees paid to the auditor are for non-audit purposes.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		68	68
			05/02/2022	05/02/2022			
			Total Shares:				68

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Meeting Date: 05/18/2022		Country: USA		Ticker: LUMN		Proxy Level: 3	
Record Date: 03/24/2022		Meeting Type: Annual		Meeting ID: 1633309			
Primary Security ID: 550241103		Primary CUSIP: 550241103		Primary ISIN: US5502411037		Primary SEDOL: BMDH249	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 2,012		*Shares on Loan: 0		Shares Instructed: 2,012		Shares Voted: 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	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Martha Helena Bejar	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Peter C. 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.							
1d	Elect Director Kevin P. Chilton	Mgmt	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 Steven T. "Terry" Clontz	Mgmt	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 T. Michael Glenn	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director W. Bruce Hanks	Mgmt	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 Hal Stanley 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.							
1i	Elect Director Michael Roberts	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Laurie Siegel	Mgmt	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 Jeffrey K. Storey	Mgmt	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 less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concerns remain in relation to target setting under the STI and LTI plans; however, payouts under the STI plan were commensurate with financial performance and a majority of the CEO's equity awards are performance-conditioned, with multi-year goals.							

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Lumen Technologies, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,012	2,012
			05/06/2022	05/06/2022			
					Total Shares:	2,012	2,012

Molson Coors Beverage Company

Meeting Date: 05/18/2022	Country: USA	Ticker: TAP	Proxy Level: 3
Record Date: 03/25/2022	Meeting Type: Annual	Meeting ID: 1632255	
Primary Security ID: 60871R209	Primary CUSIP: 60871R209	Primary ISIN: US60871R2094	Primary SEDOL: B067BM3
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 21	*Shares on Loan: 0	Shares Instructed: 21	Shares Voted: 21

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger G. Eaton	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Charles M. Herington	Mgmt	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 H. Sanford Riley	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named 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. The majority of CEO pay is conditioned on objective performance metrics. Annual incentives were earned below target and the recently completed LTI performance period resulted in no PSUs vesting, indicating performance targets are sufficiently rigorous.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		21	21
			04/16/2022	04/18/2022			
					Total Shares:	21	21

Mondelez International, Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: MDLZ	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1632440	
Primary Security ID: 609207105	Primary CUSIP: 609207105	Primary ISIN: US6092071058	Primary SEDOL: B8CKK03

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 3,053		*Shares on Loan: 0		Shares Instructed: 3,053		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Ertharin Cousin	Mgmt	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 Lois D. Juliber	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	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.							
1f	Elect Director Jane Hamilton Nielsen	Mgmt	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 Christiana S. Shi	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Michael A. Todman	Mgmt	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 Dirk Van de Put	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on clearly disclosed objective performance metrics and the relative TSR metric underlying the PSU awards targets above-median performance.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.26 percent of the fees paid to the auditor are for non-audit purposes.							
4	Oversee and Report on a Racial Equity 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 Mondelez's efforts to address any adverse impacts of its business on non-white stakeholders and communities of color and its management of 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Mondelez International, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,053	3,053
			05/06/2022	05/06/2022			
			Total Shares:				

NovaGold Resources Inc.

Meeting Date: 05/18/2022	Country: Canada	Ticker: NG	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1607916	
Primary Security ID: 66987E206	Primary CUSIP: 66987E206	Primary ISIN: CA66987E2069	Primary SEDOL: 2135450
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,714	*Shares on Loan: 0	Shares Instructed: 1,714	Shares Voted: 1,714

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Eleven	Mgmt	Yes	For	For	For	For
2a	Elect Director Elaine Dorward-King	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2b	Elect Director Sharon Dowdall	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2c	Elect Director Diane Garrett	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2d	Elect Director Thomas Kaplan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2e	Elect Director Gregory Lang	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2f	Elect Director Igor Levental	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2g	Elect Director Kalidas Madhavpeddi	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.							
2h	Elect Director Kevin McArthur	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2i	Elect Director Clynton Nauman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2j	Elect Director Ethan Schutt	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2k	Elect Director Anthony Walsh	Mgmt	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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NovaGold Resources Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one 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. While CEO pay increased, the number of shares underlying the equity grant declined, somewhat limiting windfall risk. PSUs also comprise half of the equity award, and the company caps performance at target if absolute performance is negative. Maximum earnouts for both programs are also capped at 150 percent of target. Nevertheless, shareholders should continue to closely monitor the company's practice of targeting all elements of pay above the median of its peers, particularly if a pay-for-performance misalignment issue persists.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,714	1,714
			05/04/2022	05/04/2022			
Total Shares:						1,714	1,714

Pinnacle West Capital Corporation

Meeting Date: 05/18/2022		Country: USA		Ticker: PNW		Proxy Level: 3	
Record Date: 03/10/2022		Meeting Type: Annual		Meeting ID: 1631674			
Primary Security ID: 723484101		Primary CUSIP: 723484101		Primary ISIN: US7234841010		Primary SEDOL: 2048804	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 70		*Shares on Loan: 0		Shares Instructed: 70		Shares Voted: 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	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 Gonzalo A. de la Melena, 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 Richard P. Fox	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Jeffrey B. Guldner	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Dale E. Klein	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Kathryn L. Munro	Mgmt	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 Bruce J. Nordstrom	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Paula J. Sims	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director William H. Spence	Mgmt	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 James E. Trevathan, 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.							
1.11	Elect Director David P. Wagener	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The metrics underlying the annual incentive awards are clearly disclosed and the majority of the CEO's equity grants are conditioned on long-term relative performance metrics.							
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.							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		70	70
			04/19/2022	04/19/2022			
			Total Shares:				70

PPL Corporation

Meeting Date: 05/18/2022		Country: USA		Ticker: PPL		Proxy Level: 3	
Record Date: 02/28/2022		Meeting Type: Annual		Meeting ID: 1632360			
Primary Security ID: 69351T106		Primary CUSIP: 69351T106		Primary ISIN: US69351T1060		Primary SEDOL: 2680905	
		Total Ballots: 2		Voting Policy: UUA			
Votable Shares: 3,120		*Shares on Loan: 0		Shares Instructed: 3,120		Shares Voted: 3,120	
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	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Raja Rajamannar	Mgmt	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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PPL Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Heather B. Redman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Craig A. Rogerson	Mgmt	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 Vincent Sorgi	Mgmt	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 Natica von Althann	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Keith H. Williamson	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 Phoebe A. Wood	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Armando Zagalo de Lima	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While the company utilized a one-year performance period for PSUs during the year in review, and added a subjective individual performance metric to the annual incentive program, the company intends to return to utilizing a three-year performance period next year and the majority of CEO pay is still conditioned on objective financial performance metrics.							
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 25.86 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,045	3,045
			04/27/2022	04/27/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		75	75
			04/27/2022	04/27/2022			
Total Shares:						3,120	3,120

Southwest Airlines Co.

Meeting Date: 05/18/2022	Country: USA	Ticker: LUV	Proxy Level: 3
Record Date: 03/22/2022	Meeting Type: Annual	Meeting ID: 1633573	
Primary Security ID: 844741108	Primary CUSIP: 844741108	Primary ISIN: US8447411088	Primary SEDOL: 2831543

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Total Ballots: 1 **Voting Policy: UUA**
Votable Shares: 1,109 ***Shares on Loan: 0** **Shares Instructed: 1,109** **Shares Voted: 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 David P. Hess	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Robert E. Jordan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Gary C. Kelly	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Nancy B. Loeffler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director John T. Montford	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1l	Elect Director Christopher P. Reynolds	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1m	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. CEO pay decreased during the year in review due primarily to the impact of the PSP restrictions, resulting in an alignment between CEO pay and company performance. The annual incentive awards are based primarily on clearly disclosed performance metrics and the new CEO's equity award will be half performance-conditioned.</i>						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						

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Southwest Airlines Co.

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 6.96 percent of the fees paid to the auditor are for non-audit purposes.							
5	Adopt Majority Vote Cast to Remove Directors With or Without Cause	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to remove directors with or without cause would enhance shareholder rights.							
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request 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, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,109	1,109
			04/19/2022	04/19/2022			
			Total Shares:			1,109	1,109

Spirit Realty Capital, Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: SRC	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1633805	
Primary Security ID: 84860W300	Primary CUSIP: 84860W300	Primary ISIN: US84860W3007	Primary SEDOL: BHHZBZ8
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100	Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin M. Charlton	Mgmt	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 Elizabeth F. Frank	Mgmt	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 Michelle M. Frymire	Mgmt	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 Kristian M. Gathright	Mgmt	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 Richard I. Gilchrist	Mgmt	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 Jackson Hsieh	Mgmt	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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Spirit Realty Capital, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	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>							
1.8	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>							
1.9	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 10.13 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2022	Auto-Approved 05/03/2022		100	100
Total Shares:						100	100

State Street Corporation

Meeting Date: 05/18/2022	Country: USA	Ticker: STT	Proxy Level: 3
Record Date: 03/22/2022	Meeting Type: Annual	Meeting ID: 1632452	
Primary Security ID: 857477103	Primary CUSIP: 857477103	Primary ISIN: US8574771031	Primary SEDOL: 2842040
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 406	*Shares on Loan: 0	Shares Instructed: 406	Shares Voted: 406

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick de Saint-Aignan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Marie A. Chandoha	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director DonnaLee DeMaio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Amelia C. Fawcett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director William C. 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.							
1f	Elect Director Sara Mathew	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director William L. Meaney	Mgmt	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 Ronald P. O'Hanley	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Sean O'Sullivan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Julio A. Portalatin	Mgmt	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 John B. Rhea	Mgmt	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 Richard P. Sergel	Mgmt	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 Gregory L. Summe	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: Annual incentive determinations are guided by a corporate performance assessment and individual performance modifier, but are ultimately determined discretionarily, which raises some concern. While this issue warrants continued monitoring, there are sufficient mitigating factors. Specifically, CEO pay and company performance are reasonably aligned for the year in review, and the increase in the CEO's incentive awards directionally aligns with generally improved company performance. Further, the CEO's incentives are delivered entirely in equity-based pay, and his long-term incentives are predominantly performance-conditioned with clearly disclosed multi-year goals. On balance of these factors, a vote FOR this proposal is warranted, with caution. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and outcomes.							
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 14.21 percent of the fees paid to the auditor are for non-audit purposes.							
4	Report on Asset Management Policies and Diversified Investors	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on the external costs created by not accounting for environmental and social policy effects would allow shareholders to better assess the impact of the company's practices and management of related risks.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		406	406
			05/06/2022	05/06/2022			
			Total Shares:				406

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Thermo Fisher Scientific Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: TMO	Proxy Level: 3
Record Date: 03/25/2022	Meeting Type: Annual	Meeting ID: 1632909	
Primary Security ID: 883556102	Primary CUSIP: 883556102	Primary ISIN: US8835561023	Primary SEDOL: 2886907

	Total Ballots: 2	Voting Policy: UUA	
Votable Shares: 322	*Shares on Loan: 0	Shares Instructed: 322	Shares Voted: 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>						
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 C. Martin Harris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	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>						
1f	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>						
1g	Elect Director Jim P. Manzi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director James C. Mullen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Lars R. Sorensen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Debora L. Spar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Scott M. Sperling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Dion J. Weisler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 23.40 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Thermo Fisher Scientific Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		311	311
			05/05/2022	05/05/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		11	11
			05/05/2022	05/05/2022			
Total Shares:						322	322

Travel + Leisure Co.

Meeting Date: 05/18/2022	Country: USA	Ticker: TNL	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1633139	
Primary Security ID: 894164102	Primary CUSIP: 894164102	Primary ISIN: US8941641024	Primary SEDOL: BMXYT16
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100	Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Louise F. Brady	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Michael D. Brown	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director James E. Buckman	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director George Herrera	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.5	Elect Director Stephen P. Holmes	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Lucinda C. Martinez	Mgmt	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 Denny Marie Post	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Ronald L. Rickles	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.9	Elect Director Michael H. Wargotz	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	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.						

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Travel + Leisure Co.

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 9.32 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			05/02/2022	05/02/2022			
Total Shares:						100	100

Universal Health Services, Inc.

Meeting Date: 05/18/2022		Country: USA		Ticker: UHS		Proxy Level: 3	
Record Date: 03/24/2022		Meeting Type: Annual		Meeting ID: 1632810			
Primary Security ID: 913903100		Primary CUSIP: 913903100		Primary ISIN: US9139031002		Primary SEDOL: 2923785	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 417		*Shares on Loan: 0		Shares Instructed: 417		Shares Voted: 417	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Meeting for Class B and D Common Stock Holders	Mgmt	No				
	Elect Director Maria R. Singer	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 also warranted for Maria Singer in light of the unmitigated pay-for-performance misalignment and in the absence of incumbent compensation committee members on the ballot.							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key 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.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 12.17 percent of the fees paid to the auditor are for non-audit purposes.							
4	Require a Majority Vote for the Election of Directors	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		417	417
			05/05/2022	05/05/2022			
Total Shares:						417	417

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Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/18/2022	Country: USA	Ticker: WAB	Proxy Level: 3
Record Date: 03/22/2022	Meeting Type: Annual	Meeting ID: 1631482	
Primary Security ID: 929740108	Primary CUSIP: 929740108	Primary ISIN: US9297401088	Primary SEDOL: 2955733

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 65	*Shares on Loan: 0	Shares Instructed: 65	Shares Voted: 65

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William E. Kassling	Mgmt	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 Albert J. Neupaver	Mgmt	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 Ann R. Klee	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective performance metrics.						
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 8.14 percent of the fees paid to the auditor are for non-audit purposes.						

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		65	65
			04/19/2022	04/19/2022			
			Total Shares:				65

Xcel Energy Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: XEL	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1631724	
Primary Security ID: 98389B100	Primary CUSIP: 98389B100	Primary ISIN: US98389B1008	Primary SEDOL: 2614807

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

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Bob Frenzel	Mgmt	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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Xcel Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Netha 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.							
1d	Elect Director Patricia Kampling	Mgmt	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 George Kehl	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Richard O'Brien	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 Charles Pardee	Mgmt	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 Christopher Policinski	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director James Prokopanko	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Kim Williams	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Daniel Yohannes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns remain regarding auto-accelerated equity vesting, pay and performance are reasonably aligned at this time, and annual incentives and equity awards are primarily based on objective goals.							
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 1.04 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		130	130
			04/26/2022	04/26/2022			
			Total Shares:			130	130

XPO Logistics, Inc.

Meeting Date: 05/18/2022	Country: USA	Ticker: XPO	Proxy Level: 3
Record Date: 04/14/2022	Meeting Type: Annual	Meeting ID: 1638532	
Primary Security ID: 983793100	Primary CUSIP: 983793100	Primary ISIN: US9837931008	Primary SEDOL: B6Z1355

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

Total Ballots: 1		Voting Policy: UUA		Votable Shares: 60		*Shares on Loan: 0		Shares Instructed: 60		Shares Voted: 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				
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.2	Elect Director Jason Aiken	Mgmt	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 AnnaMaria DeSalva	Mgmt	Yes	For	Against	Against	Against				
Voting Policy Rationale: Votes AGAINST incumbent, independent directors Michael Jesselson, AnnaMaria DeSalva, and Adrian Kingshott are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.4	Elect Director Michael Jesselson	Mgmt	Yes	For	Against	Against	Against				
Voting Policy Rationale: Votes AGAINST incumbent, independent directors Michael Jesselson, AnnaMaria DeSalva, and Adrian Kingshott are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.5	Elect Director Adrian Kingshott	Mgmt	Yes	For	Against	Against	Against				
Voting Policy Rationale: Votes AGAINST incumbent, independent directors Michael Jesselson, AnnaMaria DeSalva, and Adrian Kingshott are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.											
1.6	Elect Director Mary Kissel	Mgmt	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 Allison Landry	Mgmt	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 Johnny C. Taylor, 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 less than one percent of the fees paid to the auditor are for non-audit purposes.											
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For				
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.											
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against				
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following last year's failed say-on-pay vote, the committee demonstrated only limited responsiveness. It is unclear what portion of shareholder engagement regarding compensation occurred subsequent to the failed vote, and changes to the pay program do not adequately address all of the disclosed shareholder concerns. Given the failed vote result, investors likely expected a more robust response. Further concerns are raised by the pay program for the year in review. Although annual incentive awards were based on a pre-set financial metric, the program allows for an unclear degree of discretion and disclosure of metric goals and payout formulas remained incomplete. The CEO did not receive additional long-term incentive awards in FY21, but outstanding awards utilize relatively short performance and vesting periods while actual performance results for completed performance periods are not disclosed.											
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For				
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's 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.											

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XPO Logistics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, 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.							
7	Oversee and Report a Civil Rights Audit	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of XPO's efforts to address the issue of civil rights for its stakeholders and its management of related risks.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		60	60
			05/06/2022	05/06/2022			
			Total Shares:				60

Alliant Energy Corporation

Meeting Date: 05/19/2022	Country: USA	Ticker: LNT	Proxy Level: 3
Record Date: 03/18/2022	Meeting Type: Annual	Meeting ID: 1629470	
Primary Security ID: 018802108	Primary CUSIP: 018802108	Primary ISIN: US0188021085	Primary SEDOL: 2973821
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 961	*Shares on Loan: 0	Shares Instructed: 961	Shares Voted: 961

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director N. Joy Falotico	Mgmt	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 John O. Larsen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Thomas F. O'Toole	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective financial performance metrics, and the majority of equity awards are conditioned on long-term objecting performance goals.							
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 1.08 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Alliant Energy Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		961	961
			04/25/2022	04/25/2022			
			Total Shares:				

AT&T Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: T	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1624026	
Primary Security ID: 00206R102	Primary CUSIP: 00206R102	Primary ISIN: US00206R1023	Primary SEDOL: 2831811
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 10,681	*Shares on Loan: 0	Shares Instructed: 10,681	Shares Voted: 10,681

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Samuel A. Di Piazza, Jr. *Withdrawn Resolution*	Mgmt	No				
Voting Policy Rationale: The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted.							
1.2	Elect Director Scott T. Ford	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Glenn H. Hutchins	Mgmt	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 William E. Kennard	Mgmt	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 Debra L. Lee *Withdrawn Resolution*	Mgmt	No				
Voting Policy Rationale: The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted.							
1.6	Elect Director Stephen J. Luczo	Mgmt	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 Michael B. McCallister	Mgmt	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 Beth E. Mooney	Mgmt	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 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.							
1.10	Elect Director John T. Stankey	Mgmt	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 Cynthia B. Taylor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Luis A. Ubinas	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.13	Elect Director Geoffrey Y. Yang *Withdrawn Resolution*	Mgmt	No				
<i>Voting Policy Rationale: The nomination of directors Di Piazza, Lee and Yang has been withdrawn, and accordingly no votes on the election of these individuals will be counted.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.61 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 the proposal is warranted. Following a failed say-on-pay vote result, the compensation committee disclosed engagement efforts with shareholders as well as the feedback received in these engagements. The proxy also notes commitments and pay program changes that were made in response to these shareholder concerns. In addition, although concerns are noted, pay and performance are aligned for the year in review. The annual and long-term incentives are primarily performance-based, with LTI utilizing multi-year performance periods. However, the CEO's salary is relatively large, and perk values pertaining to life insurance are exceedingly high; shareholders should expect improved disclosure going forward as to the necessity and rationale for such costs.</i>							
4	Consider Pay Disparity Between Executives and Other Employees	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Consideration of pay grades and/or salary ranges of all classification of company employees when setting target amounts for executive compensation would serve to further eliminate excessive pay disparities. - Excessive pay disparities between senior executives and rank-and-file employees could pose risks to long-term shareholder value, and impact employee morale as well as a company's standing in the communities in which it operates.</i>							
5	Require Independent Board Chair	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is further warranted given the importance of having an independent chairman of the board.</i>							
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>							
7	Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company has enhanced reporting around its diversity and inclusion initiatives, EEO-1 reporting, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		10,550	10,550
			05/05/2022	05/05/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		131	131
			05/05/2022	05/05/2022			
Total Shares:						10,681	10,681

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AvalonBay Communities, Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: AVB	Proxy Level: 3
Record Date: 03/24/2022	Meeting Type: Annual	Meeting ID: 1632900	
Primary Security ID: 053484101	Primary CUSIP: 053484101	Primary ISIN: US0534841012	Primary SEDOL: 2131179
	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 332	*Shares on Loan: 0	Shares Instructed: 332	Shares Voted: 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>						
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	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 CEO pay is conditioned on clearly disclosed performance objectives and the company's regular equity awards granted under its long-term incentive plan are entirely performance conditioned. Nevertheless, shareholders should continue to monitor the company's use of one-time awards and other compensation decisions made during the leadership transition.</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 20.06 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		332	332
			04/29/2022	04/29/2022			
			Total Shares:				

Chubb Limited

Meeting Date: 05/19/2022	Country: Switzerland	Ticker: CB	Proxy Level: N/A
Record Date: 03/25/2022	Meeting Type: Annual	Meeting ID: 1631428	
Primary Security ID: H1467J104	Primary CUSIP: H1467J104	Primary ISIN: CH0044328745	Primary SEDOL: B3BQMF6
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 350	*Shares on Loan: 0	Shares Instructed: 350	Shares Voted: 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
Voting Policy Rationale: A vote FOR this routine item is warranted.							
2.1	Allocate Disposable Profit	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.							
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.							
3	Approve Discharge of Board of Directors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted.							
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 6.41 percent of the fees paid to the auditor are for non-audit purposes.							
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 6.41 percent of the fees paid to the auditor are for non-audit purposes.							
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal to ratify the special auditor is warranted.							
5.1	Elect Director Evan G. Greenberg	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Even G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary..							
5.2	Elect Director Michael P. Connors	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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>						
5.4	Elect Director Kathy Bonanno	Mgmt	Yes	For	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 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>						
5.6	Elect Director Mary Cirillo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Even G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary..</i>						
5.7	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>						
5.8	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>						
5.9	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	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Votes AGAINST Nominating & Governance Committee Chair Mary Cirillo-Goldberg, Board Chair and CEO Even G. Greenberg, and Risk & Finance Committee Chair Olivier Steimer are warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary..</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 board chair is warranted because he also serves as 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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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
Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.							
9	Approve Creation of Authorized Capital With or Without Preemptive Rights	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the proposed authorization is warranted.							
10	Approve CHF 318,275,265 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the proposed share capital reduction is warranted.							
11.1	Approve Remuneration of Directors in the Amount of USD 4.8 Million	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed amount is broadly in line with market practice.							
11.2	Approve Remuneration of Executive Management in the Amount of USD 54 Million for Fiscal 2023	Mgmt	Yes	For	For	For	For
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.							
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Continued concern is raised given the largely subjective determination of pay, and increasing pay opportunities. With that said, a majority of equity awards are tied to multi-year performance goals and vesting outcomes are commensurate with company performance in recent years. Considering that pay is reasonably aligned with performance for the year under review, a vote FOR this proposal is warranted.							
13	Adopt and Disclose Policies to Ensure Underwriting Does Not Support New Fossil Fuel Supplies	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure would help investors better understand how the company plans to reduce its emissions and manage its transition to a low carbon economy.							
14	Report on Efforts to Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, because it would help shareholders better evaluate the company's management of climate risks from its underwriting, investment, and insurance activities.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		350	350
			05/09/2022	05/09/2022			
			Total Shares:				350

DexCom, Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: DXCM	Proxy Level: 3
Record Date: 03/31/2022	Meeting Type: Annual	Meeting ID: 1633990	
Primary Security ID: 252131107	Primary CUSIP: 252131107	Primary ISIN: US2521311074	Primary SEDOL: B0796X4

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

Total Ballots: 1			Voting Policy: UUA				
Votable Shares: 1,571		*Shares on Loan: 0	Shares Instructed: 1,571			Shares Voted: 1,571	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven R. Altman	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.2	Elect Director Barbara E. Kahn	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.3	Elect Director Kyle Malady	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.4	Elect Director Jay S. Skyler	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 16.98 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 CEO pay and company performance were reasonably aligned during the year in review. The majority of pay remains conditioned on objective financial performance metrics, although shareholders would benefit from increased disclosure regarding the targets and achieved performance levels under the long-term incentive plan.							
4	Approve Forward Stock Split	Mgmt	Yes	For	For	For	For

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		1,571	1,571
			05/03/2022	05/03/2022			
			Total Shares:				1,571

Discover Financial Services

Meeting Date: 05/19/2022		Country: USA		Ticker: DFS		Proxy Level: 3	
Record Date: 03/21/2022		Meeting Type: Annual		Meeting ID: 1626249			
Primary Security ID: 254709108		Primary CUSIP: 254709108		Primary ISIN: US2547091080		Primary SEDOL: B1YLC43	
Total Ballots: 1				Voting Policy: UUA			
Votable Shares: 9		*Shares on Loan: 0		Shares Instructed: 9		Shares Voted: 9	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey S. Aronin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Mary K. Bush	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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Discover Financial Services

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Gregory C. Case	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Candace H. Duncan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Joseph F. Eazor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Cynthia A. Glassman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Roger C. Hochschild	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director Thomas G. Maheras	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director Michael H. Moskow	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.10	Elect Director David L. Rawlinson, II	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.11	Elect Director Mark A. Thierer	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 Jennifer L. Wong	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, though some concerns are highlighted and warrant continued monitoring. In particular, shareholders would benefit from improved disclosure of the annual incentive payment decisions as they are largely determined by discretion. Nonetheless, pay outcomes were reasonably aligned with company performance for the year in review and the majority of equity awards were subject to multi-year performance goals.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		9	9
			05/05/2022	05/05/2022			
			Total Shares:				9

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

Meeting Date: 05/19/2022	Country: USA	Ticker: JBLU	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1631931	
Primary Security ID: 477143101	Primary CUSIP: 477143101	Primary ISIN: US4771431016	Primary SEDOL: 2852760
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 636	*Shares on Loan: 0	Shares Instructed: 636	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Peter Boneparth	Mgmt	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 Monte 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.							
1d	Elect Director Robin Hayes	Mgmt	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 Ellen Jewett	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Robert Leduc	Mgmt	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 Teri 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.							
1h	Elect Director Sarah Robb O'Hagan	Mgmt	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 Vivek Sharma	Mgmt	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 Thomas Winkelmann	Mgmt	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 none 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 it would enhance the existing shareholder right to call special meetings.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		636	636
			05/05/2022	05/05/2022			

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Lear Corporation

Meeting Date: 05/19/2022		Country: USA		Ticker: LEA		Proxy Level: 3	
Record Date: 03/25/2022		Meeting Type: Annual		Meeting ID: 1631278			
Primary Security ID: 521865204		Primary CUSIP: 521865204		Primary ISIN: US5218652049		Primary SEDOL: B570P91	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 2		*Shares on Loan: 0		Shares Instructed: 2		Shares Voted: 2	
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Jonathan F. Foster	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Bradley M. Halverson	Mgmt	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 Mary Lou Jepsen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Roger A. Krone	Mgmt	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 Patricia L. 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 Kathleen A. Ligocki	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Conrad L. Mallett, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Raymond E. Scott	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Gregory C. Smith	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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 15.82 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 and long-term incentives are primarily performance-based, and equity awards utilize a multi-year performance period. Although the target relative TSR award is earned for median performance, the payout is capped for negative absolute results.							

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Lear Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2	2
			05/06/2022	05/06/2022			
					Total Shares:	2	2

Lennox International Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: LII	Proxy Level: 3
Record Date: 03/28/2022	Meeting Type: Annual	Meeting ID: 1632905	
Primary Security ID: 526107107	Primary CUSIP: 526107107	Primary ISIN: US5261071071	Primary SEDOL: 2442053
	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 60	*Shares on Loan: 0	Shares Instructed: 60	Shares Voted: 60

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Max H. Mitchell	Mgmt	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 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.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's regular annual and long-term incentive programs appear to be sufficiently tied to objective performance metrics. However, one-time retention awards made to all NEOs (with the exception of the outgoing CEO) raise significant concern given that the awards lack performance-vesting criteria and have relatively short two-year vesting. The proxy also lacks specific rationale for the awards, particularly the largest one to the COO.						
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal to approve the stock purchase plan is warranted.						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 4.81 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		60	60
			05/09/2022	05/09/2022			
					Total Shares:	60	60

NextEra Energy, Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: NEE	Proxy Level: 3
Record Date: 03/24/2022	Meeting Type: Annual	Meeting ID: 1630587	
Primary Security ID: 65339F101	Primary CUSIP: 65339F101	Primary ISIN: US65339F1012	Primary SEDOL: 2328915

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Total Ballots: 1

Voting Policy: UUA

Votable Shares: 895

*Shares on Loan: 0

Shares Instructed: 895

Shares Voted: 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	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Votes AGAINST Board 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.</i>						
1b	Elect Director James L. Camaren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Kenneth B. Dunn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Naren K. Gursahaney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Kirk S. Hachigian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director John W. Ketchum	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Amy B. Lane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director David L. Porges	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director James L. Robo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Votes AGAINST Board 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.</i>						
1j	Elect Director Rudy E. Schupp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director John L. Skolds	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director 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 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 5.98 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>						

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NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Disclose a Board Diversity and Qualifications Matrix	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted due to: - A policy to disclose the diversity at board level is consistent with the company's stated policies and current initiatives for promoting diversity at the workplace; and - The resolution does not appear to fetter the company's ability to promote or recruit experienced competent executives with suitable skill sets specific to the company's needs.							
5	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Yes	Against	For	For	For
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.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		895	895
			05/09/2022	05/09/2022			
Total Shares:						895	895

Surgery Partners, Inc.

Meeting Date: 05/19/2022		Country: USA		Ticker: SGRY		Proxy Level: 3	
Record Date: 03/30/2022		Meeting Type: Annual		Meeting ID: 1633153			
Primary Security ID: 86881A100		Primary CUSIP: 86881A100		Primary ISIN: US86881A1007		Primary SEDOL: BYTC1B2	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 2,541		*Shares on Loan: 0		Shares Instructed: 2,541		Shares Voted: 2,541	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John A. Deane	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Wayne DeVeydt, John Deane, and Teresa DeLuca given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rightsWITHHOLD votes are further warranted for non-independent director nominee Wayne DeVeydt due to the company's lack of a formal nominating committee and failing to establish a board on which a majority of the directors are independent directors.							
1.2	Elect Director Teresa DeLuca	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Wayne DeVeydt, John Deane, and Teresa DeLuca given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights WITHHOLD votes are further warranted for non-independent director nominee Wayne DeVeydt due to the company's lack of a formal nominating committee and failing to establish a board on which a majority of the directors are independent directors.							
1.3	Elect Director Wayne S. DeVeydt	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.Less than 30% of the board is diverse.WITHHOLD votes are warranted for incumbent director nominees Wayne DeVeydt, John Deane, and Teresa DeLuca given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights WITHHOLD votes are further warranted for non-independent director nominee Wayne DeVeydt due to the company's lack of a formal nominating committee and failing to establish a board on which a majority of the directors are independent directors.							

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Surgery Partners, 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 the company granted special retention awards that increased NEO pay, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 2.77 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		2,541	2,541
			05/03/2022	05/03/2022			
			Total Shares:				2,541

Take-Two Interactive Software, Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: TTWO	Proxy Level: 5
Record Date: 04/04/2022	Meeting Type: Special	Meeting ID: 1633211	
Primary Security ID: 874054109	Primary CUSIP: 874054109	Primary ISIN: US8740541094	Primary SEDOL: 2122117
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 41	*Shares on Loan: 0	Shares Instructed: 41	Shares Voted: 41

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: While TTWO shares fell sharply at announcement, shares recovered within two weeks and, despite a subsequent decline, have outperformed the relevant market index since announcement, which dampens the initial price reaction and may provide comfort to shareholders that the market has come around to the merits of the deal. Additionally, the strategic rationale is sound, the merger is expected to provide meaningful cost synergies and potentially significant revenue synergies, and the implied valuation appears fair. As such, support FOR the proposed transaction is warranted.							
2	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the size of the proposed increase in authorized common shares is below the allowable threshold and approval of this proposal is a condition to the merger agreement.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		41	41
			05/05/2022	05/05/2022			
			Total Shares:				41

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Telephone and Data Systems, Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: TDS	Proxy Level: 3
Record Date: 03/23/2022	Meeting Type: Annual	Meeting ID: 1632385	
Primary Security ID: 879433829	Primary CUSIP: 879433829	Primary ISIN: US8794338298	Primary SEDOL: B6YR5K3
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,383	*Shares on Loan: 0	Shares Instructed: 1,383	Shares Voted: 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
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.							
1.2	Elect Director George W. Off	Mgmt	Yes	For	For	Withhold	Withhold
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.							
1.3	Elect Director Wade Oosterman	Mgmt	Yes	For	For	Withhold	Withhold
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.							
1.4	Elect Director Dirk S. Woessner	Mgmt	Yes	For	For	Withhold	Withhold
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.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan 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 allows broad discretion to accelerate vesting.							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
5	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 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.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,383	1,383
			05/09/2022	05/09/2022			
			Total Shares:				1,383

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The Home Depot, Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: HD	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1631146	
Primary Security ID: 437076102	Primary CUSIP: 437076102	Primary ISIN: US4370761029	Primary SEDOL: 2434209

Total Ballots: 1	Voting Policy: UUA
Votable Shares: 586	Shares Instructed: 586
*Shares on Loan: 0	Shares Voted: 586

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	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 Jeffery H. Boyd	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director J. Frank Brown	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director 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 Edward P. Decker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Linda R. Gooden	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 Wayne M. Hewett	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 Manuel Kadre	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>							
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>							
1m	Elect Director Paula Santilli	Mgmt	Yes	For	For	For	For
<i>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 Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Caryn Seidman-Becker	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 3.62 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time and the majority of pay is conditioned on objective financial performance metrics.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</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	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For
<i>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.</i>							
8	Report on Steps to Improve Gender and Racial Equity on the Board	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>							
9	Report on Efforts to Eliminate Deforestation in Supply Chain	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation.</i>							
10	Oversee and Report a Racial Equity Audit	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on an independent racial equity audit would help shareholders better assess the effectiveness of Home Depot's efforts to address the adverse impacts of its policies and practices on non-white stakeholders and communities of color and its management of related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/17/2022	Auto-Approved 05/17/2022		586	586
Total Shares:						586	586

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

The Mosaic Company

Meeting Date: 05/19/2022	Country: USA	Ticker: MOS	Proxy Level: 3
Record Date: 03/24/2022	Meeting Type: Annual	Meeting ID: 1632025	
Primary Security ID: 61945C103	Primary CUSIP: 61945C103	Primary ISIN: US61945C1036	Primary SEDOL: B3NPHP6
	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 1,388	*Shares on Loan: 0	Shares Instructed: 1,388	Shares Voted: 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 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>						
1c	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>						
1d	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>						
1e	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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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>						
1k	Elect Director Kelvin R. Westbrook	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.88 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and company performance are reasonably aligned at this time. A majority of the annual incentive award is conditioned on objective financial performance, and a majority of the company's equity grants are based on a multi-year performance period.</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 the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.</i>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,388	1,388
			05/03/2022	05/03/2022			
					Total Shares:	1,388	1,388

Xerox Holdings Corporation

Meeting Date: 05/19/2022	Country: USA	Ticker: XRX	Proxy Level: 3
Record Date: 03/25/2022	Meeting Type: Annual	Meeting ID: 1632184	
Primary Security ID: 98421M106	Primary CUSIP: 98421M106	Primary ISIN: US98421M1062	Primary SEDOL: BJJD5G3
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 191	*Shares on Loan: 0	Shares Instructed: 191	Shares Voted: 191

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph J. Echevarria	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 Scott Letier	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Scott Letier and Margarita Palau-Hernandez is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.3	Elect Director Jesse A. Lynn	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.4	Elect Director Nichelle Maynard-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.						
1.5	Elect Director Steven D. Miller	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director James L. Nelson	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. A vote AGAINST incumbent compensation committee members Scott Letier and Margarita Palau-Hernandez is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Margarita Palau-Hernandez	Mgmt	Yes	For	Against	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST James Nelson is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST incumbent compensation committee members Scott Letier and Margarita Palau-Hernandez is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Giovanni (John) Visentin	Mgmt	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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Xerox Holdings Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because 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. The company failed to demonstrate adequate responsiveness to last year's say-on-pay vote, despite receiving significantly less than majority support. While the company engaged with investors following the annual meeting and disclosed specific shareholder feedback, the committee failed to implement changes to the compensation program so as to sufficiently address the concerns underlying the failed 2021 vote. Below-target payouts on both annual and long-term incentive awards were reasonably in line with performance for their respective performance periods, and although FY21 annual bonuses and equity awards utilize overlapping metrics, metrics are measured over differing performance periods and this overlap has been eliminated for FY22 awards, mitigating pay-for-performance concerns.							
4	Provide Right to Act by Written Consent	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proposed right could be unilaterally exercised by a single active shareholder.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		191	191
			05/03/2022	05/03/2022			
			Total Shares:				191

YUM! Brands, Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: YUM	Proxy Level: 3
Record Date: 03/14/2022	Meeting Type: Annual	Meeting ID: 1634017	
Primary Security ID: 988498101	Primary CUSIP: 988498101	Primary ISIN: US9884981013	Primary SEDOL: 2098876
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 180	*Shares on Loan: 0	Shares Instructed: 180	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Keith Barr	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Christopher M. Connor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director 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.							

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YUM! Brands, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Tanya L. Domier	Mgmt	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 David W. Gibbs	Mgmt	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 Mirian M. Graddick-Weir	Mgmt	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 Lauren R. Hobart	Mgmt	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 Thomas C. Nelson	Mgmt	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 P. Justin Skala	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Elane B. Stock	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1l	Elect Director Annie Young-Scrivner	Mgmt	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 9.17 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, due to significant concerns regarding pay program structure and one-time decisions. The STI payout formula allows for a large increase in total payouts based on the committee's subjective assessment of individual performance. The CEO also has a relatively high maximum STI opportunity that could allow for outsized bonuses. With respect to equity incentives, the entirety of the 2021-23 PSUs are based on a relative TSR metric that targets merely median performance. Moreover, the committee significantly increased the CEO's regular LTI grant value in the same year they awarded a sizable one-time equity award. The special award utilizes only a two-year measurement period and the metric is shared under the annual incentive program.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		180	180
			05/02/2022	05/02/2022			
					Total Shares:	180	180

Zoetis Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: ZTS	Proxy Level: 3
Record Date: 03/25/2022	Meeting Type: Annual	Meeting ID: 1632294	
Primary Security ID: 98978V103	Primary CUSIP: 98978V103	Primary ISIN: US98978V1035	Primary SEDOL: B95WG16

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

Total Ballots: 2		Voting Policy: UUA					
Votable Shares: 2,980		*Shares on Loan: 0		Shares Instructed: 2,980		Shares Voted: 2,980	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Frank A. D'Amelio	Mgmt	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 B. McCallister	Mgmt	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 certain concerns are noted, 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 half of the long-term incentives are targeted to be performance based.							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 11.59 percent of the fees paid to the auditor are for non-audit purposes.							
5	Eliminate Supermajority Vote Requirements	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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		554	554
			05/04/2022	05/04/2022			
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		2,426	2,426
			05/04/2022	05/04/2022			
Total Shares:						2,980	2,980

Axon Enterprise, Inc.

Meeting Date: 05/20/2022	Country: USA	Ticker: AXON	Proxy Level: 3
Record Date: 03/22/2022	Meeting Type: Annual	Meeting ID: 1633312	
Primary Security ID: 05464C101	Primary CUSIP: 05464C101	Primary ISIN: US05464C1018	Primary SEDOL: BDT5S35

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

Axon Enterprise, Inc.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 853		*Shares on Loan: 0		Shares Instructed: 853		Shares Voted: 853	
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
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.							
2A	Elect Director Adriane 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.							
2B	Elect Director Michael Garnreiter	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2C	Elect Director Hadi Partovi	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
3	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. While pay and performance were reasonably aligned for the year in review, CEO Smith and other NEOs had significant equity vesting and option exercises in FY21, related to previous special grants. The substantial value associated with these vesting/exercise events highlights concerns related to large, front-loaded equity awards. In the case of the CEO, over \$500 million in options were exercised in FY21. Investors should continue to monitor pay levels at the company.							
4	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.							
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan cost is excessive; - The three-year average burn rate is excessive; - The 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		853	853
			05/06/2022	05/06/2022			
			Total Shares:				853

Hilton Worldwide Holdings Inc.

Meeting Date: 05/20/2022		Country: USA		Ticker: HLT		Proxy Level: 3	
Record Date: 03/25/2022		Meeting Type: Annual		Meeting ID: 1633763			
Primary Security ID: 43300A203		Primary CUSIP: 43300A203		Primary ISIN: US43300A2033		Primary SEDOL: BYVMW06	
Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 318		*Shares on Loan: 0		Shares Instructed: 318		Shares Voted: 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

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

Hilton Worldwide Holdings 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 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>							
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 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>							
1i	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 5.53 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. While the company engaged with shareholders and disclosed their feedback in the proxy statement after receiving relatively low support for the prior year's say-on-pay proposal and made meaningful changes to its compensation programs and practices to address investors' concerns, concerns are noted regarding the level of disclosure under the annual incentive program, which warrants continued monitoring.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		318	318
			05/09/2022	05/09/2022			
			Total Shares:				318

Ingredion Incorporated

Meeting Date: 05/20/2022	Country: USA	Ticker: INGR	Proxy Level: 3
Record Date: 03/24/2022	Meeting Type: Annual	Meeting ID: 1632655	
Primary Security ID: 457187102	Primary CUSIP: 457187102	Primary ISIN: US4571871023	Primary SEDOL: B7K24P7

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 823		*Shares on Loan: 0		Shares Instructed: 823		Shares Voted: 823	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David B. Fischer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Paul Hanrahan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Rhonda L. Jordan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Gregory B. Kenny	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Charles V. Magro	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Victoria J. Reich	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Catherine A. Suever	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Stephan B. Tanda	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Jorge A. Uribe	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Dwayne A. Wilson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director James P. Zallie	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		823	823
			05/02/2022	05/02/2022			
Total Shares:						823	823

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

Meeting Date: 05/23/2022	Country: USA	Ticker: WELL	Proxy Level: 3
Record Date: 04/04/2022	Meeting Type: Annual	Meeting ID: 1633813	
Primary Security ID: 95040Q104	Primary CUSIP: 95040Q104	Primary ISIN: US95040Q1040	Primary SEDOL: BYVYHH4

Total Ballots: 1	Voting Policy: UUA		
Votable Shares: 1,298	*Shares on Loan: 0	Shares Instructed: 1,298	Shares Voted: 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 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>						
1d	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>						
1e	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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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	Amend Certificate of Incorporation of Welltower OP Inc. to Remove Welltower Inc. Shareholder Approval for the Amendments of Welltower OP Inc. Certificate of Incorporation and Other Extraordinary Transactions	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would facilitate implementation of the umbrella partnership structure, which is expected to be beneficial for the company.</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 10.14 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 were reasonably aligned for the year in review. Annual incentives were largely based on pre-set measures, annual equity grants were majority performance-based, and the special award was entirely performance-based.</i>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,298	1,298
			05/11/2022	05/11/2022			
					Total Shares:	1,298	1,298

Array Technologies, Inc.

Meeting Date: 05/24/2022	Country: USA	Ticker: ARRY	Proxy Level: 3
Record Date: 03/29/2022	Meeting Type: Annual	Meeting ID: 1633942	
Primary Security ID: 04271T100	Primary CUSIP: 04271T100	Primary ISIN: US04271T1007	Primary SEDOL: BLBLMD5
	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 3,375	*Shares on Loan: 0	Shares Instructed: 3,375	Shares Voted: 3,375

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paulo Almirante	Mgmt	Yes	For	For	Withhold	Withhold
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Ron P. Corio	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Ron Corio and Jayanthi (Jay) Iyengar given the board's failure to remove, or subject to a sunset requirement, supermajority vote requirements to enact certain changes to the charter 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.						
1.3	Elect Director Jayanthi (Jay) Iyengar	Mgmt	Yes	For	Withhold	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Ron Corio and Jayanthi (Jay) Iyengar given the board's failure to remove, or subject to a sunset requirement, supermajority vote requirements to enact certain changes to the charter 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.						
2	Ratify BDO USA, LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 1.30 percent of the fees paid to the auditor are for non-audit purposes.						
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted given that: The purchase price is reasonable; The number of shares reserved is reasonable; and The offering period is within the limits prescribed by Section 432 of the Internal Revenue Code.						
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,375	3,375
			05/04/2022	05/04/2022			
					Total Shares:	3,375	3,375

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Jamf Holding Corp.

Meeting Date: 05/24/2022	Country: USA	Ticker: JAMF	Proxy Level: 3
Record Date: 03/31/2022	Meeting Type: Annual	Meeting ID: 1635830	
Primary Security ID: 47074L105	Primary CUSIP: 47074L105	Primary ISIN: US47074L1052	Primary SEDOL: BL9X5X4

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 1,141	*Shares on Loan: 0	Shares Instructed: 1,141	Shares Voted: 1,141

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Virginia Gambale	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent director nominees Dean Hager, Virginia Gambale, Charles Guan, and Martin Taylor given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirements to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Martin Taylor for serving as a non-independent member of certain key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Charles Guan	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for incumbent director nominees Dean Hager, Virginia Gambale, Charles Guan, and Martin Taylor given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirements to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Martin Taylor for serving as a non-independent member of certain key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Dean Hager	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for incumbent director nominees Dean Hager, Virginia Gambale, Charles Guan, and Martin Taylor given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirements to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Martin Taylor for serving as a non-independent member of certain key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Martin Taylor	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent director nominees Dean Hager, Virginia Gambale, Charles Guan, and Martin Taylor given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirements to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Martin Taylor for serving as a non-independent member of certain key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	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.							
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 28.10 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,141	1,141
			05/06/2022	05/06/2022			

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Merck & Co., Inc.

Meeting Date: 05/24/2022	Country: USA	Ticker: MRK	Proxy Level: 3
Record Date: 03/25/2022	Meeting Type: Annual	Meeting ID: 1631240	
Primary Security ID: 58933Y105	Primary CUSIP: 58933Y105	Primary ISIN: US58933Y1055	Primary SEDOL: 2778844

	Total Ballots: 2	Voting Policy: UUA	
Votable Shares: 2,377	*Shares on Loan: 0	Shares Instructed: 2,377	Shares Voted: 2,377

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 Mary Ellen Coe	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1c	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director Robert M. Davis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1e	Elect Director Kenneth C. Frazier	Mgmt	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 H. Glocer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	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 Stephen L. Mayo	Mgmt	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 Paul B. Rothman	Mgmt	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 Patricia F. Russo	Mgmt	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 Christine E. Seidman	Mgmt	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 Inge G. Thulin	Mgmt	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 Kathy J. Warden	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1n	Elect Director Peter C. Wendell	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
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 pre-set financial measures and the majority of equity awards were performance based and utilized a multi-year measurement period.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							
4	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.							
5	Report on Access to COVID-19 Products	SH	Yes	Against	For	For	For
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.							
6	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,322	2,322
			05/10/2022	05/10/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		55	55
			05/10/2022	05/10/2022			
Total Shares:						2,377	2,377

NiSource Inc.

Meeting Date: 05/24/2022		Country: USA		Ticker: NI		Proxy Level: 3	
Record Date: 03/30/2022		Meeting Type: Annual		Meeting ID: 1638873			
Primary Security ID: 65473P105		Primary CUSIP: 65473P105		Primary ISIN: US65473P1057		Primary SEDOL: 2645409	
Total Ballots: 1				Voting Policy: UUA			
Votable Shares: 717		*Shares on Loan: 0		Shares Instructed: 717		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Sondra L. Barbour	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	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>						
1d	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>						
1e	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>						
1f	Elect Director Deborah A. Henretta	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director 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>						
1h	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>						
1i	Elect Director William 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>						
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 Cassandra S. 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>						
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: Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.66 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. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right while the risk of abuse of the right would remain small.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/12/2022	Auto-Approved 05/12/2022		717	717
Total Shares:						717	717

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Meeting Date: 05/24/2022	Country: USA	Ticker: NOV	Proxy Level: 3
Record Date: 03/25/2022	Meeting Type: Annual	Meeting ID: 1634028	
Primary Security ID: 62955J103	Primary CUSIP: 62955J103	Primary ISIN: US62955J1034	Primary SEDOL: BN2RYW9

Total Ballots: 1	Voting Policy: UUA
Votable Shares: 1,082	Shares Instructed: 1,082
*Shares on Loan: 0	Shares Voted: 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	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Greg L. 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>							
1c	Elect Director Marcela E. Donadio	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 Ben A. Guill	Mgmt	Yes	For	For	For	For
<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 T. Hackett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director David D. Harrison	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Eric L. 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>							
1h	Elect Director Melody B. Meyer	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 William R. Thomas	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 Robert S. Welborn	Mgmt	Yes	For	For	For	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 36.48 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 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>							

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,082	1,082
			05/09/2022	05/09/2022			
			Total Shares:				1,082

The Allstate Corporation

Meeting Date: 05/24/2022	Country: USA	Ticker: ALL	Proxy Level: 3
Record Date: 03/25/2022	Meeting Type: Annual	Meeting ID: 1634869	
Primary Security ID: 020002101	Primary CUSIP: 020002101	Primary ISIN: US0200021014	Primary SEDOL: 2019952
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 605	*Shares on Loan: 0	Shares Instructed: 605	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Kermit R. Crawford	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Richard T. Hume	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Margaret M. Keane	Mgmt	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 Siddharth N. (Bobby) Mehta	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Jacques P. Perold	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 Andrea Redmond	Mgmt	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 Gregg M. Sherrill	Mgmt	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 Judith A. Sprieser	Mgmt	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 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.							
1k	Elect Director Thomas J. Wilson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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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	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 - High CEO pay relative to company performance compared to the company s peers.							
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 1.38 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		605	605
			05/10/2022	05/10/2022			
			Total Shares:			605	605

Amazon.com, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: AMZN	Proxy Level: 3
Record Date: 03/31/2022	Meeting Type: Annual	Meeting ID: 1636981	
Primary Security ID: 023135106	Primary CUSIP: 023135106	Primary ISIN: US0231351067	Primary SEDOL: 2000019
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 362	*Shares on Loan: 0	Shares Instructed: 362	Shares Voted: 362

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Andrew R. Jassy	Mgmt	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 Keith B. Alexander	Mgmt	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 Edith W. Cooper	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Jamie S. Gorelick	Mgmt	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 Daniel P. Huttenlocher	Mgmt	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 Judith A. McGrath	Mgmt	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 Indra K. Nooyi	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	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>						
1j	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>						
1k	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 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 misalignment between CEO pay and company performance is driven by an excessive equity grant to the new CEO, which lacks performance conditions. Large time-vested awards were granted to other NEOs as well, and the compensation program lacks any link to pre-set performance criteria.</i>						
4	Approve 20:1 Stock Split	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Given the increase in the the company's stock price in recent years, and the board's rationale, a vote FOR this proposal is warranted.</i>						
5	Report on Retirement Plan Options Aligned with Company Climate Goals	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.</i>						
6	Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i>						
7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company faces significant controversies related to treatment of its employees.</i>						
8	Report on Efforts to Reduce Plastic Use	SH	Yes	Against	For	For	For
	<i>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.</i>						
9	Report on Worker Health and Safety Disparities	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders could benefit from being able to better understand and assess the company's workplace safety policies, programs, oversight mechanisms.</i>						
10	Report on Risks Associated with Use of Concealment Clauses	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because more information could help shareholders better understand how the company is assessing and managing the risks of using of concealment clauses.</i>						
11	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
12	Publish a Tax Transparency Report	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.</i>							
13	Report on Protecting the Rights of Freedom of Association and Collective Bargaining	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i>							
14	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 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.</i>							
15	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>							
16	Commission a Third Party Audit on Working Conditions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.</i>							
17	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.</i>							
18	Oversee and Report a Racial Equity Audit *Withdrawn Resolution*	SH	No				
<i>Voting Policy Rationale: This proposal has been WITHDRAWN.</i>							
19	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		358	358
			05/13/2022	05/13/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		4	4
			05/13/2022	05/13/2022			
Total Shares:						362	362

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Meeting Date: 05/25/2022	Country: USA	Ticker: ATRC	Proxy Level: 3
Record Date: 03/28/2022	Meeting Type: Annual	Meeting ID: 1634606	
Primary Security ID: 04963C209	Primary CUSIP: 04963C209	Primary ISIN: US04963C2098	Primary SEDOL: B0C8KV2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,668	*Shares on Loan: 0	Shares Instructed: 1,668	Shares Voted: 1,668

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	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Mark A. Collar	Mgmt	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 Regina E. Groves	Mgmt	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 B. Kristine Johnson	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 Karen N. Prange	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 Deborah H. Telman	Mgmt	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 Sven A. Wehrwein	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Robert S. 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.							
1i	Elect Director Maggie Yuen	Mgmt	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 none of the fees paid to the auditor are for non-audit purposes.							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,668	1,668
			05/11/2022	05/11/2022			
			Total Shares:				

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Meeting Date: 05/25/2022	Country: USA	Ticker: BLK	Proxy Level: 3
Record Date: 03/28/2022	Meeting Type: Annual	Meeting ID: 1637625	
Primary Security ID: 09247X101	Primary CUSIP: 09247X101	Primary ISIN: US09247X1019	Primary SEDOL: 2494504

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 12	*Shares on Loan: 0	Shares Instructed: 12	Shares Voted: 12

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bader M. Alsaad	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Pamela Daley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Laurence D. Fink	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Beth Ford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director William E. Ford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Fabrizio Freda	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Margaret "Peggy" 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>						
1i	Elect Director Robert S. Kapito	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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 Kristin C. Peck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	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>						
1n	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>						

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BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1o	Elect Director Hans E. Vestberg	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1p	Elect Director Susan L. Wagner	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1q	Elect Director Mark Wilson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There is some continuing concern surrounding the impact of committee discretion in determining total incentive pay. Although guided by performance assessments in three weighted categories, incentive pay determinations are ultimately discretionary, and the proxy lacks disclosure of per-metric weightings or quantified pre-set targets. However, there are mitigating factors identified. In particular, the application of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the increase in CEO performance year pay is directionally aligned with improved performance under key financial metrics that were generally consistent with the prior year, and long-term TSR outperformance. Incentives are also capped at 125 percent of the prior year's incentives, which provides some limitation on pay increases. Lastly, the large majority of equity awards are earned based on clearly disclosed multi-year goals. Continued close monitoring of the incentive program structure and pay outcomes is warranted, as a quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of the pay program structure.							
3	Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 11.64 percent of the fees paid to the auditor are for non-audit purposes.							
4	Adopt Policies to Curtail Corporate Activities that Externalize Social and Environmental Costs	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on the external costs created by not accounting for environmental and social policy effects would allow shareholders to better assess the impact of the company's practices and management of related risks.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		12	12
			05/16/2022	05/16/2022			
			Total Shares:				

Callaway Golf Company

Meeting Date: 05/25/2022		Country: USA		Ticker: ELY		Proxy Level: 3	
Record Date: 03/29/2022		Meeting Type: Annual		Meeting ID: 1634021			
Primary Security ID: 131193104		Primary CUSIP: 131193104		Primary ISIN: US1311931042		Primary SEDOL: 2173933	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 5,193		*Shares on Loan: 0		Shares Instructed: 5,193		Shares Voted: 5,193	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Oliver G. (Chip) Brewer, III	Mgmt	Yes	For	For	For	For

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Erik J. Anderson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Samuel H. Armacost	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Scott H. 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>						
1.5	Elect Director Thomas G. Dundon	Mgmt	Yes	For	For	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 J. Flanagan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Russell L. Fleischer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Bavan M. Holloway	Mgmt	Yes	For	For	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 F. Lundgren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Scott M. Marimow	Mgmt	Yes	For	For	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 Adebayo O. Ogunesi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Varsha R. Rao	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Linda B. Segre	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.14	Elect Director Anthony S. Thornley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.64 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	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. All NEOs received one-time retention equity awards in connection with a recent merger for which performance goals are not disclosed. Given the magnitude of the CEO's award in particular, investors should expect clear disclosure of all forward-looking goals. Further, with respect to the annual-cycle long term incentive plan, the relative TSR goal targets merely the 50th percentile and lacks a cap if absolute TSR is negative, the threshold and maximum goals for the APTI metric are not disclosed, and half of the APTI PRSUs were banked based on one-year 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>						

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Callaway Golf Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		5,193	5,193
			05/13/2022	05/13/2022			
			Total Shares:				5,193

Chevron Corporation

Meeting Date: 05/25/2022	Country: USA	Ticker: CVX	Proxy Level: 3
Record Date: 03/28/2022	Meeting Type: Annual	Meeting ID: 1632902	
Primary Security ID: 166764100	Primary CUSIP: 166764100	Primary ISIN: US1667641005	Primary SEDOL: 2838555
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 215	*Shares on Loan: 0	Shares Instructed: 215	Shares Voted: 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
Voting Policy Rationale: The nominee is employed full-time and sits 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 John B. Frank	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 Alice P. Gast	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	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 Marillyn A. Hewson	Mgmt	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 Jon M. Huntsman Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Charles W. Moorman	Mgmt	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 Dambisa F. Moyo	Mgmt	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 Debra Reed-Klages	Mgmt	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 Ronald D. Sugar	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director D. James Umpleby, 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.							

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Chevron Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 10.06 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment persisted for the year under review and sufficient mitigating factors were not identified. Annual incentive payouts are heavily impacted by individual performance factors, for which the committee provides limited disclosure of the considerations made when determining payouts. In addition, while the company added certain targets to the annual incentive plan scorecard, threshold and maximum goals are lacking, and disclosure of qualitative goals and achievements is also limited. Lack of such disclosure limits transparency into the pay-for-performance alignment of the program, impeding investors' ability to assess payouts and goal rigor from year to year. Lastly, in the LTI program, performance for the new ROCE metric targets merely the median of peers and, as the peer group is relatively small, a portion of the award will vest for any performance level that is not the bottom of the peer group. The TSR-based performance awards also continue to allow for above-target vesting for negative returns.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Adopt Medium and Long-Term 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 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>							
6	Issue Audited Net-Zero Scenario Analysis Report	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy.</i>							
7	Oversee and Report on Reliability of Methane Emission Disclosures	SH	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, because direct measurements of methane emissions often produce larger estimates than calculations of methane emissions.</i>							
8	Report on Business with Conflict-Complicit Governments	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, shareholders would benefit from additional information on the assessment of adopting a policy of not doing business with governments that are complicit in genocide and/or crimes against humanity and how the company is evaluating and managing related operational risks that have the potential to negatively affect shareholder value.</i>							
9	Oversee and Report a Racial Equity Audit	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, because a racial equity audit would shareholders better evaluate the company's management of potential racial equity or human rights concerns, including from pollution or GHG emissions, that are associated with its operations.</i>							
10	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		215	215
			05/18/2022	05/18/2022			
			Total Shares:				215

Choice Hotels International, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: CHH	Proxy Level: 3
Record Date: 03/28/2022	Meeting Type: Annual	Meeting ID: 1642404	
Primary Security ID: 169905106	Primary CUSIP: 169905106	Primary ISIN: US1699051066	Primary SEDOL: 2106780
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 356	*Shares on Loan: 0	Shares Instructed: 356	Shares Voted: 356

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Stewart W. Bainum, 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 William L. Jews	Mgmt	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 Monte J.M. Koch	Mgmt	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 Liza K. Landsman	Mgmt	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 Patrick S. Pacious	Mgmt	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 Ervin R. Shames	Mgmt	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 Gordon 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.							
1.9	Elect Director Maureen D. Sullivan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.10	Elect Director John P. Tague	Mgmt	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 Donna F. Vieira	Mgmt	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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Choice Hotels International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
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 Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		356	356
			05/09/2022	05/09/2022			
Total Shares:						356	356

Exxon Mobil Corporation

Meeting Date: 05/25/2022		Country: USA		Ticker: XOM		Proxy Level: 3	
Record Date: 04/01/2022		Meeting Type: Annual		Meeting ID: 1632904			
Primary Security ID: 30231G102		Primary CUSIP: 30231G102		Primary ISIN: US30231G1022		Primary SEDOL: 2326618	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 87		*Shares on Loan: 0		Shares Instructed: 87		Shares Voted: 87	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	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 Susan K. Avery	Mgmt	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 Angela F. Braly	Mgmt	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 Ursula M. Burns	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 Gregory J. Goff	Mgmt	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 Kaisa H. Hietala	Mgmt	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 Joseph L. Hooley	Mgmt	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 Steven A. Kandarian	Mgmt	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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Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Alexander A. Karsner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Jeffrey W. Ubben	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Darren W. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.44 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. CEO Woods' pay increased year-over-year, in line with the company's financial recovery from the COVID-19 pandemic. Despite small improvements in disclosure, including providing accomplishments for each NEO and additional "focus areas" for compensation, concerns regarding the use of compensation committee discretion remain. Annual bonuses and equity award values continue to rely heavily on the committee's subjective assessment of performance, although the company provides certain considerations for executive pay decisions in the proxy. Further, equity awards do not carry performance vesting criteria, though awards use long time-vesting periods and maintain certain retention requirements. Nevertheless, for the year in review, these structural concerns were mitigated by rebounded financial performance and the alignment between pay and performance for the year in review. However, noted concerns around subjective pay determination and program structure warrant continued close monitoring, particularly should pay and performance not remain closely aligned going forward.</i>						
4	Remove Executive Perquisites	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the aggregated costs of NEO perquisites are not excessive, they represent a non-performance-based benefit that is not generally available to the broader employee population. Such perquisites are not considered to be a best practice and their elimination would be considered a pay program improvement.</i>						
5	Amend Bylaws to Limit Shareholder Rights for Proposal Submission	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the right of shareholders to submit proposals is governed by SEC rules, and company-specific restrictions on such rights, even if legally permitted, would remove or impair an important avenue of communication between shareholders and the board.</i>						
6	Set GHG Emissions Reduction targets Consistent With Paris Agreement Goal	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>						
7	Report on Low Carbon Business Planning	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: Votes FOR this shareholder proposal are warranted as shareholders would benefit from a stronger alignment between the company's stated goals and its actions regarding corporate responsibility.</i>						
8	Report on Scenario Analysis Consistent with International Energy Agency's Net Zero by 2050	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy.</i>						
9	Report on Reducing Plastic Pollution	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 ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.</i>						

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Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
10	Report on Political Contributions and Expenditures	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted as additional disclosure concerning ExxonMobil's policies and memberships in trade associations and other political organizations would help shareholders assess the company's comprehensive political contribution activities and the company's management of associated risks and benefits.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		87	87
			05/12/2022	05/12/2022			
			Total Shares:				

Fidelity National Information Services, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: FIS	Proxy Level: 3
Record Date: 04/01/2022	Meeting Type: Annual	Meeting ID: 1637820	
Primary Security ID: 31620M106	Primary CUSIP: 31620M106	Primary ISIN: US31620M1062	Primary SEDOL: 2769796
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 218	*Shares on Loan: 0	Shares Instructed: 218	Shares Voted: 218

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	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 Vijay D'Silva	Mgmt	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 Jeffrey A. Goldstein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Lisa A. Hook	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 Keith W. Hughes	Mgmt	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 Kenneth T. Lamneck	Mgmt	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 Gary L. Lauer	Mgmt	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 Gary A. Norcross	Mgmt	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 Louise M. Parent	Mgmt	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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Fidelity National Information Services, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Brian T. Shea	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director James B. Stallings, 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.							
1l	Elect Director Jeffrey E. Stiefler	Mgmt	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 - 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							
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	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
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.							
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 8.35 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		218	218
			05/18/2022	05/18/2022			
			Total Shares:				218

GoHealth, Inc.

Meeting Date: 05/25/2022		Country: USA		Ticker: GOCO		Proxy Level: 3	
Record Date: 03/30/2022		Meeting Type: Annual		Meeting ID: 1636570			
Primary Security ID: 38046W105		Primary CUSIP: 38046W105		Primary ISIN: US38046W1053		Primary SEDOL: BK80YC1	
Total Ballots: 1				Voting Policy: UUA			
Votable Shares: 27,561		*Shares on Loan: 0		Shares Instructed: 27,561		Shares Voted: 27,561	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brandon M. Cruz	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 director nominees W Brandon Cruz, Joseph Flanagan, and Miriam Tawil 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 Brandon Cruz for serving as a non-independent member of a key board committee, and as member of the compensation committee, for approving the repricing of outstanding stock options without prior shareholder approval. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Joseph G. Flanagan	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for director nominees W Brandon Cruz, Joseph Flanagan, and Miriam Tawil 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.							
1.3	Elect Director Miriam A. Tawil	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for director nominees W Brandon Cruz, Joseph Flanagan, and Miriam Tawil 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.							
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 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.							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost and plan features, using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan permits repricing and exchange of grants without shareholder approval (overriding factor); - The plan permits cash buyout of awards without shareholder approval (overriding factor); - The plan contains an evergreen feature (overriding factor); - The plan provides for the transferability of stock options without shareholder approval (overriding factor); - 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		27,561	27,561
			05/12/2022	05/12/2022			
			Total Shares:				27,561

Marathon Oil Corporation

Meeting Date: 05/25/2022		Country: USA		Ticker: MRO		Proxy Level: 3	
Record Date: 03/28/2022		Meeting Type: Annual		Meeting ID: 1634168			
Primary Security ID: 565849106		Primary CUSIP: 565849106		Primary ISIN: US5658491064		Primary SEDOL: 2910970	
Total Ballots: 2				Voting Policy: UUA			
Votable Shares: 4,102		*Shares on Loan: 0		Shares Instructed: 4,102		Shares Voted: 4,102	
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	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.							

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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 M. Elise Hyland	Mgmt	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 Holli C. Ladhani	Mgmt	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 Brent J. Smolik	Mgmt	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 Lee M. Tillman	Mgmt	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 J. Kent Wells	Mgmt	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 1.46 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. Changes to the FY21 annual incentive program simplified the program design and increased the weight of pre-set objective metrics, though concern is raised regarding the potential for a relatively sizable individual modifier. Long-term incentives remained half performance-based, though the performance period for a portion of the award was shortened to two years. However, the committee reduced the value of the CEO's target LTI opportunity for FY21 and closing cycle awards were earned below target, in line with performance.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,972	3,972
			05/12/2022	05/12/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		130	130
			05/12/2022	05/12/2022			
Total Shares:						4,102	4,102

Meta Platforms, Inc.

Meeting Date: 05/25/2022		Country: USA		Ticker: FB		Proxy Level: 3	
Record Date: 04/01/2022		Meeting Type: Annual		Meeting ID: 1634027			
Primary Security ID: 30303M102		Primary CUSIP: 30303M102		Primary ISIN: US30303M1027		Primary SEDOL: B7TL820	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 1,654		*Shares on Loan: 0		Shares Instructed: 1,654		Shares Voted: 1,654	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Marc L. Andreessen	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 Andrew W. Houston	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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 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>						
1.8	Elect Director Tony Xu	Mgmt	Yes	For	For	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 10.90 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: There are several ongoing pay program and disclosure concerns. The company's award determinations remain discretionary, and incentive programs lack disclosed performance metrics and quantified goals. Disclosure around individual performance assessments is also poor, and the design allows for such considerations to have a potentially large impact on annual bonuses. Executives again received very large equity awards that lack performance vesting criteria. Moreover, the CEO's and COO's security costs are exceedingly large. In light of these concerns, a vote AGAINST this proposal is warranted.</i>						
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>						
5	Require Independent Board Chair	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
6	Report on Risks Associated with Use of Concealment Clauses	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.</i>						
7	Report on External Costs of Misinformation and Impact on Diversified Shareholders	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. An increased disclosure and greater transparency regarding risks related to misinformation and its potential business impacts would provide shareholders insights on how the company is managing these risks.</i>						

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Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Report on Community Standards Enforcement	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing material risks related to misinformation and harmful content.							
9	Report on User Risk and Advisory Vote on Metaverse Project	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from increased disclosure and increased oversight mechanisms regarding the company's metaverse project, considering its anticipated scope and potential weight in the company's long-term planning,							
10	Publish Third Party Human Rights Impact Assessment	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta s management of risks related to its targeted advertising policies and practices.							
11	Report on Child Sexual Exploitation Online	SH	Yes	Against	For	For	For
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.							
12	Commission a Workplace Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company recently commissioned a third-party Civil Rights Audit and has enhanced reporting and disclosures that allow shareholders to track the company s progress and policies on civil rights.							
13	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
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.							
14	Commission Assessment of Audit and Risk Oversight Committee	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as an independent assessment of the Audit and Risk Oversight Committee's capacities and performance would allow shareholders to gain more information on how the company is overseeing and managing related risks.							
15	Report on Charitable Contributions	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because the company provides no information regarding its policies nor the recipients of its charitable contributions.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		1,654	1,654
			05/13/2022	05/13/2022			
			Total Shares:				1,654

Natera, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: NTRA	Proxy Level: 3
Record Date: 04/01/2022	Meeting Type: Annual	Meeting ID: 1636573	
Primary Security ID: 632307104	Primary CUSIP: 632307104	Primary ISIN: US6323071042	Primary SEDOL: BYQRG48

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 1,192		*Shares on Loan: 0					
Shares Instructed: 1,192		Shares Voted: 1,192					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roy Baynes	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent director nominees Roy Baynes, James (Jim) Healy, and Gail Marcus given the board's failure to: (i) 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; and (ii) respond to director Roelof Botha's lack of majority support in 2021. WITHHOLD votes are further warranted for James (Jim) Healy for serving as a director on more than five public company boards. There is at least 30 percent diversity.							
1.2	Elect Director James Healy	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent director nominees Roy Baynes, James (Jim) Healy, and Gail Marcus given the board's failure to: (i) 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; and (ii) respond to director Roelof Botha's lack of majority support in 2021. There is at least 30 percent diversity.							
1.3	Elect Director Gail Marcus	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 nominees Roy Baynes, James (Jim) Healy, and Gail Marcus given the board's failure to: (i) 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; and (ii) respond to director Roelof Botha's lack of majority support in 2021. WITHHOLD votes are further warranted for James (Jim) Healy for serving as a director on more than five public company boards. 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 less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The committee granted special equity awards for the third year in a row. Although these awards were entirely performance-based, the amounts are excessive and have resulted in high total compensation for the CEO and other NEOs. Two NEOs also received additional special equity awards that were entirely time-vesting with no rationale.							

Ballot Details								
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,192	1,192
				05/13/2022	05/13/2022			
						Total Shares:	1,192	1,192

Meeting Date: 05/25/2022	Country: USA	Ticker: OKE	Proxy Level: 3
Record Date: 03/28/2022	Meeting Type: Annual	Meeting ID: 1632026	
Primary Security ID: 682680103	Primary CUSIP: 682680103	Primary ISIN: US6826801036	Primary SEDOL: 2130109

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

Total Ballots: 1		Voting Policy: UUA		Shares Instructed: 366		Shares Voted: 366	
Votable Shares: 366		*Shares on Loan: 0					
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 *Withdrawn Resolution*	Mgmt	No				
<i>Voting Policy Rationale: Withdrawn resolution</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 Pierce H. Norton, 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>							
1.10	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>							
1.11	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>							
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 and the majority of the new CEO's compensation is based on objective financial performance metrics.</i>							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		366	366
			05/09/2022	05/09/2022			
			Total Shares:				366

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Orion Office REIT, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: ONL	Proxy Level: 1
Record Date: 03/31/2022	Meeting Type: Annual	Meeting ID: 1632808	
Primary Security ID: 68629Y103	Primary CUSIP: 68629Y103	Primary ISIN: US68629Y1038	Primary SEDOL: BLCY4W6
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 85	*Shares on Loan: 0	Shares Instructed: 85	Shares Voted: 85

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul H. McDowell	Mgmt	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 Reginald H. Gilyard	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 Kathleen 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.							
1d	Elect Director Richard J. Lieb	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 Gregory J. Whyte	Mgmt	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 13.55 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		85	85
			05/11/2022	05/11/2022			
			Total Shares:				85

Pacific Biosciences of California, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: PACB	Proxy Level: 3
Record Date: 03/31/2022	Meeting Type: Annual	Meeting ID: 1637583	
Primary Security ID: 69404D108	Primary CUSIP: 69404D108	Primary ISIN: US69404D1081	Primary SEDOL: B4N8MH9
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 6,452	*Shares on Loan: 0	Shares Instructed: 6,452	Shares Voted: 6,452

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Botstein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director William Ericson	Mgmt	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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Pacific Biosciences of California, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Kathy Ordonez	Mgmt	Yes	For	Against	For	Against
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 less than one percent of the fees paid to the auditor are for non-audit purposes.							
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 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		6,452	6,452
			05/12/2022	05/12/2022			
Total Shares:						6,452	6,452

Reinsurance Group of America, Incorporated

Meeting Date: 05/25/2022		Country: USA		Ticker: RGA		Proxy Level: 3	
Record Date: 03/31/2022		Meeting Type: Annual		Meeting ID: 1633151			
Primary Security ID: 759351604		Primary CUSIP: 759351604		Primary ISIN: US7593516047		Primary SEDOL: 2731193	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 125		*Shares on Loan: 0		Shares Instructed: 125		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director J. Cliff Eason	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director John J. Gauthier	Mgmt	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 Patricia L. Guinn	Mgmt	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 Anna Manning	Mgmt	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 Hazel M. McNeillage	Mgmt	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 Ng Keng Hooi	Mgmt	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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Reinsurance Group of America, Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director George Nichols, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Stephen O'Hearn	Mgmt	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 Shundrawn Thomas	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Steven C. Van Wyk	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST the proposal is warranted. The increase in pay for the year in review is due to an off-cycle one-time equity grant, which comes amid multiple years of forfeited performance equity. The one-time grant, which was only half based on performance-conditioned equity and does not disclose any forward-looking targets, appears to also have a relatively short performance period, and both the time-vesting and performance-vesting portions of the award can vest within two years of grant. There is an expectation that one-time awards utilize rigorous goal targets and are predominately performance-based over a long-term performance period. In the annual pay program, the annual bonus replaced a financial goal with a strategic scorecard with disclosure concerns, and multiple financial goals were set below the prior year's actual performance. The LTI mix also lowered the portion that was based on performance-conditioned equity, an action that shareholders generally disfavor.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		125	125
			05/11/2022	05/11/2022			
			Total Shares:				125

Sprout Social, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: SPT	Proxy Level: 3
Record Date: 03/29/2022	Meeting Type: Annual	Meeting ID: 1633791	
Primary Security ID: 85209W109	Primary CUSIP: 85209W109	Primary ISIN: US85209W1099	Primary SEDOL: BKTNTS0
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 969	*Shares on Loan: 0	Shares Instructed: 969	Shares Voted: 969

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Aaron Rankin	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Steven Collins and Aaron Rankin, in the absence of governance committee members, given the board's failure to remove, or subject to a sunset requirement, the classified board structure 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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Sprout Social, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Steven Collins	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Steven Collins and Aaron Rankin, in the absence of governance committee members, given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
4	Advisory Vote on Say on Pay 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		969	969
			05/06/2022	05/06/2022			
			Total Shares:				969

Tandem Diabetes Care, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: TNDM	Proxy Level: 3
Record Date: 03/29/2022	Meeting Type: Annual	Meeting ID: 1636565	
Primary Security ID: 875372203	Primary CUSIP: 875372203	Primary ISIN: US8753722037	Primary SEDOL: BF3W461
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 971	*Shares on Loan: 0	Shares Instructed: 971	Shares Voted: 971

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peyton R. 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.							
1b	Elect Director John F. Sheridan	Mgmt	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	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.							
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.							

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Tandem Diabetes Care, Inc.

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 1.42 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		971	971
			05/12/2022	05/12/2022			
			Total Shares:				971

The Southern Company

Meeting Date: 05/25/2022	Country: USA	Ticker: SO	Proxy Level: 3
Record Date: 03/28/2022	Meeting Type: Annual	Meeting ID: 1637973	
Primary Security ID: 842587107	Primary CUSIP: 842587107	Primary ISIN: US8425871071	Primary SEDOL: 2829601
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3,566	*Shares on Loan: 0	Shares Instructed: 3,566	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Henry A. Clark, 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.							
1c	Elect Director Anthony F. Earley, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Thomas A. Fanning	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The company's lack of concrete plans with regards to phasing out of coal-fired power generation by 2030 and management of natural gas generation investments, and failure to align its political influence activities with the 1.5C pathway signify a lack of effective oversight and management of climate-related risks. These concerns are particularly salient as the company has been identified as a significant GHG emitter by the Climate Action 100+ Focus List. As such, support for Chair, President and CEO Thomas Fanning and Lead Independent Director David Grain is not warranted. All other vote recommendations remain unchanged. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director David J. Grain	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The company's lack of concrete plans with regards to phasing out of coal-fired power generation by 2030 and management of natural gas generation investments, and failure to align its political influence activities with the 1.5C pathway signify a lack of effective oversight and management of climate-related risks. These concerns are particularly salient as the company has been identified as a significant GHG emitter by the Climate Action 100+ Focus List. As such, support for Chair, President and CEO Thomas Fanning and Lead Independent Director David Grain is not warranted. All other vote recommendations remain unchanged. The nominee is employed full-time and sits 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 Colette D. Honorable	Mgmt	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 Donald M. 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.							

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The Southern Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director John D. Johns	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 Dale E. Klein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Ernest J. Moniz	Mgmt	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 William G. Smith, 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.							
1l	Elect Director Kristine L. Svinicki	Mgmt	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 E. Jenner Wood, III	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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. A 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.							
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 3.31 percent of the fees paid to the auditor are for non-audit purposes.							
4	Adopt Simple Majority Vote	SH	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,566	3,566
			05/17/2022	05/17/2022			
			Total Shares:				

The Travelers Companies, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: TRV	Proxy Level: 3
Record Date: 03/29/2022	Meeting Type: Annual	Meeting ID: 1633900	
Primary Security ID: 89417E109	Primary CUSIP: 89417E109	Primary ISIN: US89417E1091	Primary SEDOL: 2769503

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

The Travelers Companies, Inc.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 382		*Shares on Loan: 0		Shares Instructed: 382		Shares Voted: 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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Janet M. Dolan	Mgmt	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 Patricia L. Higgins	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1d	Elect Director William J. 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.						
1e	Elect Director Thomas B. Leonardi	Mgmt	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 Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1g	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1h	Elect Director Philip T. (Pete) Ruegger, III	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1i	Elect Director Rafael Santana	Mgmt	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 Todd C. Schermerhorn	Mgmt	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 Alan D. Schnitzer	Mgmt	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 Laurie J. Thomsen	Mgmt	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 Bridget van Kralingen	Mgmt	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 1.50 percent of the fees paid to the auditor are for non-audit purposes.						

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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	Against	Against	Against
Voting Policy Rationale: A vote AGAINST the proposal is warranted. Although the pay program remains relatively unchanged, an unmitigated pay-for-performance misalignment exists for the year in review. The majority of long-term incentives are based on clearly disclosed multi-year goals, however, the value of the CEO's performance year equity award increased while long-term TSRs lagged the S&P 500. In addition, while the annual bonus payout is informed by certain financial metrics with disclosed targets, payouts are ultimately discretionarily determined. Further, the proxy does not disclose target or maximum STI opportunities, threshold or maximum goals, or per-metric weightings. Investors increasingly prefer an STI structure that emphasizes objective and transparent determinations, and the lack of such key disclosures limits transparency into pay decisions, which is particularly important in years in which a quantitative pay-for-performance misalignment is identified.							
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 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.							
5	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, because it would help shareholders better evaluate the company's management of climate risks from its underwriting, investment, and insurance activities.							
6	Adopt Underwriting Policies in Alignment with IEA's Net Zero 2050 Scenario	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure would help investors better understand how the company plans to reduce its emissions and manage its transition to a low carbon economy.							
7	Oversee and Report a Racial Equity 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 Travelers' efforts to address the issue of any inequality in its workforce and its management of related risks.							
8	Ensure Policies Do No Support Police Violations of Civil Rights	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's policies and practices to ensure that its insurance products does not contribute to police brutality against minority populations would help shareholders assess management's oversight of related risks.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		382	382
			05/12/2022	05/12/2022			
			Total Shares:				382

Twitter, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: TWTR	Proxy Level: 3
Record Date: 03/30/2022	Meeting Type: Annual	Meeting ID: 1635080	
Primary Security ID: 90184L102	Primary CUSIP: 90184L102	Primary ISIN: US90184L1026	Primary SEDOL: BFLR866

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

Total Ballots: 1		*Shares on Loan: 0		Voting Policy: UUA		Shares Voted: 1,255	
Votable Shares: 1,255							
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Egon Durban	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Patrick Pichette	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, due to disclosure and incentive program design concerns. The LTI program's financial component utilizes only a one-year measurement period and shares a metric with the STI program. The LTI program's relative TSR metric targets merely median performance and the proxy does not disclose a vesting cap for negative absolute TSR. Further, the new CEO received a large promotion award that lacks performance-vesting criteria. Some investors may question the magnitude and design of special one-time awards to NEOs, which carry significant stock appreciation targets but do not also require relative TSR outperformance. Finally, the STI program has poor disclosure around diversity targets and individual performance assessments.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 24.93 percent of the fees paid to the auditor are for non-audit purposes.							
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 its submission to a vote again this year demonstrates a commitment to shareholders' interests on the part of management.							
5	Report on Risks Associated with Use of Concealment Clauses	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on Twitter's employees may bring information to light that could result in improved recruitment, development and retention.							
6	Nominate Candidate for Board Elections with Human and/or Civil Rights Expertise	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.							
7	Commission a Workplace Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company has enhanced reporting around its diversity and inclusion initiatives, workplace composition, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights.							
8	Report on Political Contributions	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.							
9	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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,255	1,255
			05/12/2022	05/12/2022			
			Total Shares:				1,255

United Airlines Holdings, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: UAL	Proxy Level: 3
Record Date: 04/06/2022	Meeting Type: Annual	Meeting ID: 1637661	
Primary Security ID: 910047109	Primary CUSIP: 910047109	Primary ISIN: US9100471096	Primary SEDOL: B4QG225
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 188	*Shares on Loan: 0	Shares Instructed: 188	Shares Voted: 188

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carolyn Corvi	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1b	Elect Director Matthew Friend	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1c	Elect Director Barney Harford	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1d	Elect Director Michele J. Hooper	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1e	Elect Director Walter Isaacson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1f	Elect Director James A. C. Kennedy	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1g	Elect Director J. Scott Kirby	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1h	Elect Director Edward M. Philip	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1i	Elect Director Edward L. Shapiro	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1j	Elect Director Laysha Ward	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1k	Elect Director James M. Whitehurst	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.							

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United Airlines Holdings, 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 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 pay and performance are reasonably aligned for the year in review. Although equity grants in FY21 were largely time-based with performance shares subject to an annual measurement period, this design was a result of CARES Act restrictions. The company intends for the compensation program to return to its traditional pre-pandemic design in FY22.							
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 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		188	188
			05/12/2022	05/12/2022			
			Total Shares:				188

Vontier Corporation

Meeting Date: 05/25/2022	Country: USA	Ticker: VNT	Proxy Level: 3
Record Date: 03/24/2022	Meeting Type: Annual	Meeting ID: 1633768	
Primary Security ID: 928881101	Primary CUSIP: 928881101	Primary ISIN: US9288811014	Primary SEDOL: BH4GV32
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,098	*Shares on Loan: 0	Shares Instructed: 2,098	Shares Voted: 2,098

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert L. Eatroff	Mgmt	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 Martin Gafinowitz	Mgmt	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 Andrew D. 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.							
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 1.94 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.							

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Vontier Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.							
5	Eliminate Supermajority Vote Requirements	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirements would improve shareholder rights.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,098	2,098
			05/12/2022	05/12/2022			
Total Shares:						2,098	2,098

Berkeley Lights, Inc.

Meeting Date: 05/26/2022		Country: USA		Ticker: BLI		Proxy Level: 3	
Record Date: 03/31/2022		Meeting Type: Annual		Meeting ID: 1637974			
Primary Security ID: 084310101		Primary CUSIP: 084310101		Primary ISIN: US0843101017		Primary SEDOL: BL5C535	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 2,394		*Shares on Loan: 0		Shares Instructed: 2,394		Shares Voted: 2,394	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jessica Hopfield	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Igor Khandros	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for incumbent director nominees Igor Khandros and Michael Moritz 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.							
1.3	Elect Director Michael Moritz	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Igor Khandros and Michael Moritz 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.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 4.37 percent of the fees paid to the auditor are for non-audit purposes.							
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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Berkeley Lights, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,394	2,394
			05/13/2022	05/13/2022			
			Total Shares:				

DuPont de Nemours, Inc.

Meeting Date: 05/26/2022	Country: USA	Ticker: DD	Proxy Level: 3
Record Date: 03/31/2022	Meeting Type: Annual	Meeting ID: 1633979	
Primary Security ID: 26614N102	Primary CUSIP: 26614N102	Primary ISIN: US26614N1028	Primary SEDOL: BK0VN47
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 804	*Shares on Loan: 0	Shares Instructed: 804	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Edward D. Breen	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 Ruby R. Chandy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution.							
1d	Elect Director Terrence R. 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.							
1e	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Eleuthere I. du Pont	Mgmt	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 Kristina M. Johnson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Luther C. Kissam	Mgmt	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 Frederick M. Lowery	Mgmt	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 Raymond J. Milchovich	Mgmt	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 Deanna M. Mulligan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Steven M. Sterin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concern remains relating to the target setting under the annual incentive plan, as FY21 targets were set below targets and actual results from the year prior. Nonetheless, annual incentives are entirely linked to pre-set financial metrics and long-term incentives are 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 less than one percent of the fees paid to the auditor are for non-audit purposes.							
4	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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		747	747
			05/16/2022	05/16/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		57	57
			05/16/2022	05/16/2022			
Total Shares:						804	804

First Solar, Inc.

Meeting Date: 05/26/2022	Country: USA	Ticker: FSLR	Proxy Level: 1
Record Date: 03/31/2022	Meeting Type: Annual	Meeting ID: 1637976	
Primary Security ID: 336433107	Primary CUSIP: 336433107	Primary ISIN: US3364331070	Primary SEDOL: B1HMF22
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 53	*Shares on Loan: 0	Shares Instructed: 53	Shares Voted: 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	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 D. Chapman	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Anita Marangoly 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.							
1.4	Elect Director George A. (Chip) Hambro	Mgmt	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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First Solar, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Molly E. Joseph	Mgmt	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 Craig 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 Lisa A. Kro	Mgmt	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 William J. Post	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director Paul H. Stebbins	Mgmt	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 Michael T. Sweeney	Mgmt	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 Mark R. Widmar	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.12	Elect Director Norman L. Wright	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 15.27 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		53	53
			05/16/2022	05/16/2022			
			Total Shares:				53

Flowers Foods, Inc.

Meeting Date: 05/26/2022	Country: USA	Ticker: FLO	Proxy Level: 3
Record Date: 03/22/2022	Meeting Type: Annual	Meeting ID: 1635662	
Primary Security ID: 343498101	Primary CUSIP: 343498101	Primary ISIN: US3434981011	Primary SEDOL: 2744243
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,364	*Shares on Loan: 0	Shares Instructed: 1,364	Shares Voted: 1,364

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.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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.							
1k	Elect Director Terry S. Thomas	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1l	Elect Director C. Martin Wood, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: 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 16.70 percent of the fees paid to the auditor are for non-audit purposes.							
4	Report on Political Contributions and Expenditures	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,364	1,364
			05/10/2022	05/10/2022			
			Total Shares:				

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Jones Lang LaSalle Incorporated

Meeting Date: 05/26/2022	Country: USA	Ticker: JLL	Proxy Level: 3
Record Date: 04/01/2022	Meeting Type: Annual	Meeting ID: 1637821	
Primary Security ID: 48020Q107	Primary CUSIP: 48020Q107	Primary ISIN: US48020Q1076	Primary SEDOL: 2040640
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 549	*Shares on Loan: 0	Shares Instructed: 549	Shares Voted: 549

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hugo Bague	Mgmt	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 Matthew Carter, 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 Samuel A. Di Piazza, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Tina Ju	Mgmt	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 Bridget Macaskill	Mgmt	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 H. McAneny	Mgmt	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 Siddharth (Bobby) Mehta	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Jeetendra (Jeetu) I. Patel	Mgmt	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 Ann Marie Petach	Mgmt	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 Larry Quinlan	Mgmt	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 Efrain Rivera	Mgmt	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 Christian Ulbrich	Mgmt	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 KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Jones Lang LaSalle Incorporated

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		549	549
			05/13/2022	05/13/2022			
			Total Shares:				

McDonald's Corporation

Meeting Date: 05/26/2022	Country: USA	Ticker: MCD	Proxy Level: 6
Record Date: 03/28/2022	Meeting Type: Proxy Contest	Meeting ID: 1634026	
Primary Security ID: 580135101	Primary CUSIP: 580135101	Primary ISIN: US5801351017	Primary SEDOL: 2550707
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,057	*Shares on Loan: 0	Shares Instructed: 1,057	Shares Voted: 1,057

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Management Proxy (White Proxy Card)	Mgmt	No				
	Elect Director Lloyd Dean	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.							
1.2	Elect Director Robert Eckert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.						
1.3	Elect Director Catherine Engelbert	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.						
1.4	Elect Director Margaret Georgiadis	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Enrique Hernandez, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p>							
1.6	Elect Director Christopher Kempczinski	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p>							
1.7	Elect Director Richard Lenny	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p>							
1.8	Elect Director John Mulligan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p>							
1.9	Elect Director Sheila Penrose	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p>							
1.10	Elect Director John Rogers, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p>							

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McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Paul Walsh	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p>							
1.12	Elect Director Miles White	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted, as CEO pay and company performance are reasonably aligned and no problematic practices have been identified. Annual incentives and the majority of long-term incentives are sufficiently tied to objective performance goals, and payouts are consistent with recent performance.</i></p>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.82 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance the existing shareholder right to call special meetings.</i></p>							
5	Report on Efforts to Reduce Plastic Use	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company intends to reduce plastic in its business.</i></p>							
6	Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	SH	Yes	Against	Against	For	For
<p><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 antibiotics; - 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></p>							
7	Report on Use of Gestation Stalls in Pork Supply Chain	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted shareholders may benefit from additional information from the company on its policies and practices relating to animal welfare in its direct operations as well as in its supply chain.</i></p>							
8	Report on Third-Party Civil Rights Audit	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of McDonald's efforts to address the issue of any inequality in its workforce and its management of related risks.</i></p>							

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McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's 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.</i>						
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as transparency on corporate political activities benefits shareholders, enabling them to assess how a company is managing related risks.</i>						
	Dissident Proxy (Gold Proxy Card)	Mgmt	No				
1.1	Elect Director Leslie Samuelrich	SH	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 Maisie Lucia Ganzler	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.3	Management Nominee Lloyd Dean	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.4	Management Nominee Robert Eckert	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.5	Management Nominee Catherine Engelbert	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.6	Management Nominee Margaret Georgiadis	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.7	Management Nominee Enrique Hernandez, Jr.	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.8	Management Nominee Christopher Kempczinski	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.9	Management Nominee John Mulligan	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.10	Management Nominee John Rogers, Jr.	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.11	Management Nominee Paul Walsh	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1.12	Management Nominee Miles White	SH	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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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	Against	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
5	Report on Efforts to Reduce Plastic Use	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
6	Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
7	Report on Use of Gestation Stalls in Pork Supply Chain	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
8	Report on Third-Party Civil Rights Audit	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
9	Report on Lobbying Payments and Policy	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
Voting Policy Rationale: DO NOT VOTE on this card.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,057	1,057
			05/17/2022	05/17/2022			
			Total Shares:				

Morgan Stanley

Meeting Date: 05/26/2022	Country: USA	Ticker: MS	Proxy Level: 3
Record Date: 03/28/2022	Meeting Type: Annual	Meeting ID: 1634048	
Primary Security ID: 617446448	Primary CUSIP: 617446448	Primary ISIN: US6174464486	Primary SEDOL: 2262314

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Votable Shares: 2,497		Total Ballots: 2		Voting Policy: UUA		Shares Instructed: 2,497		Shares Voted: 2,497	
*Shares on Loan: 0									
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction		
1a	Elect Director Alistair Darling	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1b	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1c	Elect Director James P. Gorman	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1d	Elect Director Robert H. Herz	Mgmt	Yes	For	For	Against	Against		
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1e	Elect Director Erika H. 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.									
1f	Elect Director Hironori Kamezawa	Mgmt	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 Shelley B. Leibowitz	Mgmt	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 Stephen J. Luczo	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1i	Elect Director Jami Miscik	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 Masato Miyachi	Mgmt	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 Dennis M. Nally	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.									
1l	Elect Director Mary L. Schapiro	Mgmt	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.									
1n	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 Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For		
Voting Policy Rationale: A vote FOR this item is warranted because only 4.23 percent of the fees paid to the auditor are for non-audit purposes.									

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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 guided by performance assessments, total NEO pay is ultimately discretionarily determined by the committee, which continues to raise some concern. Investors increasingly prefer a more formulaic structure for determining annual incentives, which emphasizes objective and transparent determinations through the use of quantified target goals and per-metric weightings. However, discretionary determinations have not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the increase in CEO performance year pay is directionally aligned with strong financial and TSR performance, and key metrics assessed were consistent year-over-year. Further, although the relative TSR metric in the LTI program targets merely the median, the committee increased the weighting of the CEO's performance shares to 80 percent of total equity awards, which are earned based on clearly disclosed multi-year goals. On balance, a vote FOR this proposal is warranted, but with caution. Continued close monitoring of discretionary determinations and outcomes is warranted, as the pay program's reliance on discretion may be questioned should CEO pay and company performance demonstrate a misalignment going forward.</i>							
4	Adopt Fossil Fuel Lending and Underwriting Policy Consistent with IEA's Net Zero 2050 Scenario	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,392	2,392
			05/16/2022	05/16/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		105	105
			05/16/2022	05/16/2022			
Total Shares:						2,497	2,497

Old Republic International Corporation

Meeting Date: 05/26/2022	Country: USA	Ticker: ORI	Proxy Level: 3
Record Date: 03/28/2022	Meeting Type: Annual	Meeting ID: 1629598	
Primary Security ID: 680223104	Primary CUSIP: 680223104	Primary ISIN: US6802231042	Primary SEDOL: 2659109
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 4,252	*Shares on Loan: 0	Shares Instructed: 4,252	Shares Voted: 4,252

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven J. Bateman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Lisa J. Caldwell	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director John M. Dixon	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Old Republic International Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Glenn W. Reed	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders. 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: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; and - The plan allows broad discretion to accelerate vesting.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		4,252	4,252
			05/16/2022	05/16/2022			
			Total Shares:				4,252

Repligen Corporation

Meeting Date: 05/26/2022	Country: USA	Ticker: RGEN	Proxy Level: 3
Record Date: 04/01/2022	Meeting Type: Annual	Meeting ID: 1634880	
Primary Security ID: 759916109	Primary CUSIP: 759916109	Primary ISIN: US7599161095	Primary SEDOL: 2731654
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 334	*Shares on Loan: 0	Shares Instructed: 334	Shares Voted: 334

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Karen A. Dawes	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 Nicolas M. Barthelemy	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 Carrie Eglinton Manner	Mgmt	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 Rohin Mhatre	Mgmt	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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Repligen Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Glenn P. Muir	Mgmt	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 11.90 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		334	334
			05/12/2022	05/12/2022			
Total Shares:						334	334

SM Energy Company

Meeting Date: 05/26/2022	Country: USA	Ticker: SM	Proxy Level: 3
Record Date: 04/01/2022	Meeting Type: Annual	Meeting ID: 1637558	
Primary Security ID: 78454L100	Primary CUSIP: 78454L100	Primary ISIN: US78454L1008	Primary SEDOL: 2764188
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 829	*Shares on Loan: 0	Shares Instructed: 829	Shares Voted: 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	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 Stephen R. Brand	Mgmt	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 Ramiro G. Peru	Mgmt	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 Anita M. Powers	Mgmt	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 Julio M. Quintana	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Rose M. Robeson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director William D. Sullivan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Herbert S. Vogel	Mgmt	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 Auditors	Mgmt	Yes	For	For	For	For
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		829	829
			05/10/2022	05/10/2022			
			Total Shares:				

Stericycle, Inc.

Meeting Date: 05/26/2022	Country: USA	Ticker: SRCL	Proxy Level: 3
Record Date: 03/31/2022	Meeting Type: Annual	Meeting ID: 1637229	
Primary Security ID: 858912108	Primary CUSIP: 858912108	Primary ISIN: US8589121081	Primary SEDOL: 2860826
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 240	*Shares on Loan: 0	Shares Instructed: 240	Shares Voted: 240

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Cindy J. 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.							
1c	Elect Director Brian P. 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.							
1d	Elect Director Lynn D. Bleil	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Thomas F. Chen	Mgmt	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 J. Joel Hackney, Jr.	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Stephen C. Hooley	Mgmt	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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Stericycle, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Kay G. Priestly	Mgmt	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 L. Welch	Mgmt	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 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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.							
5	Report on Third-Party Civil Rights Audit	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Stericycle's efforts to address the issue of any inequality in its workforce and its management of related risks.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		240	240
			05/16/2022	05/16/2022			
			Total Shares:				

Voya Financial, Inc.

Meeting Date: 05/26/2022	Country: USA	Ticker: VOYA	Proxy Level: 3
Record Date: 03/29/2022	Meeting Type: Annual	Meeting ID: 1637606	
Primary Security ID: 929089100	Primary CUSIP: 929089100	Primary ISIN: US9290891004	Primary SEDOL: BKWQ2N2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 632	*Shares on Loan: 0	Shares Instructed: 632	Shares Voted: 632

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lynne Biggar	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Yvette S. Butler	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Jane P. Chwick	Mgmt	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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Voya Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kathleen DeRose	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
1f	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>						
1g	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>						
1h	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>						
1i	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>						
1j	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, with caution. The annual incentive provides for an unclear degree of discretion, utilized this year to notably increase the CEO's award payout, and the strategic indicator metric is poorly disclosed. Further, there is limited forward-looking disclosure of PSU metrics and no cap on payouts should absolute TSR be negative. However, annual incentives are primarily based on pre-set objective metrics with clearly disclosed financial objectives and the long-term incentive, which is predominantly performance-based, provides full retroactive disclosure of performance targets and results. Shareholders may wish to continue monitoring the use of discretion and level of disclosure.</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 6.58 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/13/2022	Auto-Approved 05/13/2022		632	632
Total Shares:						632	632

White Mountains Insurance Group, Ltd.

Meeting Date: 05/26/2022	Country: Bermuda	Ticker: WTM	Proxy Level: N/A
Record Date: 04/04/2022	Meeting Type: Annual	Meeting ID: 1632384	
Primary Security ID: G9618E107	Primary CUSIP: G9618E107	Primary ISIN: BMG9618E1075	Primary SEDOL: 2339252

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White Mountains Insurance Group, Ltd.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 38		*Shares on Loan: 0		Shares Instructed: 38		Shares Voted: 38	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Morgan W. Davis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Peter M. Carlson	Mgmt	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 Suzanne F. Shank	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director David A. Tanner	Mgmt	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. Although concerns are noted in the LTI program regarding duplicative metrics between the STI and LTI as well as an increase in the CEO's LTI grant value without a disclosed rationale, these concerns are largely mitigated, as the LTI program utilizes a multi-year performance period and discloses rigorous growth goals. The STI program is entirely based on a pre-set financial metric and did not pay out in FY21, which largely aligns with recent company underperformance.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 5.82 percent of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		38	38
			05/12/2022	05/12/2022			
			Total Shares:				38

Wingstop Inc.

Meeting Date: 05/26/2022		Country: USA		Ticker: WING		Proxy Level: 3	
Record Date: 03/28/2022		Meeting Type: Annual		Meeting ID: 1637240			
Primary Security ID: 974155103		Primary CUSIP: 974155103		Primary ISIN: US9741551033		Primary SEDOL: BYYXHN4	
Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 947		*Shares on Loan: 0		Shares Instructed: 947		Shares Voted: 947	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Krishnan (Kandy) Anand	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Krishnan (Kandy) Anand, David (Dave) Goebel, and Michael (Mike) Hislop given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Wingstop Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director David L. Goebel	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for Krishnan (Kandy) Anand, David (Dave) Goebel, and Michael (Mike) Hislop given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Michael J. Hislop	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Krishnan (Kandy) Anand, David (Dave) Goebel, and Michael (Mike) Hislop given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 2.31 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: 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		947	947
			05/13/2022	05/13/2022			
			Total Shares:				947

Wintrust Financial Corporation

Meeting Date: 05/26/2022	Country: USA	Ticker: WTFC	Proxy Level: 3
Record Date: 03/31/2022	Meeting Type: Annual	Meeting ID: 1633141	
Primary Security ID: 97650W108	Primary CUSIP: 97650W108	Primary ISIN: US97650W1080	Primary SEDOL: 2425258
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 339	*Shares on Loan: 0	Shares Instructed: 339	Shares Voted: 339

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth H. Connelly	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Peter D. Crist	Mgmt	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 Bruce K. Crowther	Mgmt	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 William J. Doyle	Mgmt	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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Wintrust Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Marla F. Glabe	Mgmt	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 H. Patrick Hackett, 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.							
1.7	Elect Director Scott K. Heitmann	Mgmt	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 Deborah L. Hall Lefevre	Mgmt	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 Suzet M. McKinney	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.10	Elect Director Gary D. "Joe" Sweeney	Mgmt	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 Karin Gustafson Teglia	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.12	Elect Director Alex E. Washington, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.13	Elect Director Edward J. Wehmer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Approve 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	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	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 17.47 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		339	339
			05/17/2022	05/17/2022			
			Total Shares:				

Yum China Holdings, Inc.

Meeting Date: 05/27/2022	Country: USA	Ticker: YUMC	Proxy Level: 3
Record Date: 03/28/2022	Meeting Type: Annual	Meeting ID: 1636931	
Primary Security ID: 98850P109	Primary CUSIP: 98850P109	Primary ISIN: US98850P1093	Primary SEDOL: BYW4289

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Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 455		*Shares on Loan: 0		Shares Instructed: 455		Shares Voted: 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
Voting Policy Rationale: The nominee is employed full-time and sits 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 Joey Wat	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Peter A. Bassi	Mgmt	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 Edouard Ettedgui	Mgmt	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 Cyril Han	Mgmt	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 Louis T. Hsieh	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 Ruby Lu	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Zili Shao	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director William Wang	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 Min (Jenny) Zhang	Mgmt	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 Huazhen LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		455	455
			05/16/2022	05/16/2022			
			Total Shares:				455

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Arista Networks, Inc.

Meeting Date: 05/31/2022	Country: USA	Ticker: ANET	Proxy Level: 3
Record Date: 04/06/2022	Meeting Type: Annual	Meeting ID: 1639673	
Primary Security ID: 040413106	Primary CUSIP: 040413106	Primary ISIN: US0404131064	Primary SEDOL: BN33VM5
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 60	*Shares on Loan: 0	Shares Instructed: 60	Shares Voted: 60

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Giancarlo	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Scheinman and Charles Giancarlo 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.							
1.2	Elect Director Daniel Scheinman	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Scheinman and Charles Giancarlo 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.							
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. Annual incentives appear to be primarily linked to pre-set financial metrics and long-term incentives are entirely performance-based for the CEO. However, some concerns remain regarding the level of disclosure of weightings and targets under the annual incentive plan, as well as the use of duplicative metrics, targets and one-year performance periods under the long-term incentive plan.							
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.							
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 11.55 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		60	60
			05/11/2022	05/11/2022			
			Total Shares:				60

First Horizon Corporation

Meeting Date: 05/31/2022	Country: USA	Ticker: FHN	Proxy Level: 5
Record Date: 04/20/2022	Meeting Type: Special	Meeting ID: 1641695	
Primary Security ID: 320517105	Primary CUSIP: 320517105	Primary ISIN: US3205171057	Primary SEDOL: 2341484
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,690	*Shares on Loan: 0	Shares Instructed: 2,690	Shares Voted: 2,690

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

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First Horizon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: In light of the 37.0 percent premium to the unaffected price, as well as the premium to the prior 10-year closing high, the cash form of consideration, which provides liquidity and certainty of value, and the potential downside risk of non-approval given FHN's outperformance since announcement, 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. Although cash severance is double trigger and reasonably based, and the majority of the CEO's outstanding equity is double trigger, the CEO is entitled to a problematic golden parachute excise tax gross-up pursuant to his change in control agreement.</i>							
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the underlying merger transaction merits support.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,690	2,690
			05/18/2022	05/18/2022			
			Total Shares:			2,690	2,690

ACI Worldwide, Inc.

Meeting Date: 06/01/2022		Country: USA		Ticker: ACIW		Proxy Level: 3	
Record Date: 04/08/2022		Meeting Type: Annual		Meeting ID: 1638495			
Primary Security ID: 004498101		Primary CUSIP: 004498101		Primary ISIN: US0044981019		Primary SEDOL: 2889155	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 4,039		*Shares on Loan: 0		Shares Instructed: 4,039		Shares Voted: 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. Bobrinskoy	Mgmt	Yes	For	For	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	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>							

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ACI Worldwide, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Adalio T. Sanchez	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.							
1.9	Elect Director Thomas W. Warsop, III	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.10	Elect Director Samir M. Zabaneh	Mgmt	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 18.63 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		4,039	4,039
			05/16/2022	05/16/2022			
			Total Shares:			4,039	4,039

Airbnb, Inc.

Meeting Date: 06/01/2022	Country: USA	Ticker: ABNB	Proxy Level: 3
Record Date: 04/08/2022	Meeting Type: Annual	Meeting ID: 1641485	
Primary Security ID: 009066101	Primary CUSIP: 009066101	Primary ISIN: US0090661010	Primary SEDOL: BMGYH4
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 2,844	*Shares on Loan: 0	Shares Instructed: 2,844	Shares Voted: 2,844

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amrita Ahuja	Mgmt	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 Joseph Gebbia	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Joseph (Joe) Gebbia and Jeffrey (Jeff) Jordan 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 gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Jeffrey Jordan	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for director nominees Joseph (Joe) Gebbia and Jeffrey (Jeff) Jordan 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 gender and racial diversity on the board. There is at least 30 percent diversity.							

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Airbnb, 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 14.08 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 for the year in review. The CEO's pay decreased significantly from the prior year and the other NEOs' compensation primarily consists of long-term equity awards. However, the primarily subjective nature of the annual incentive plan and lack of performance criteria in the long-term incentive plan warrant further monitoring.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		612	612
			05/19/2022	05/19/2022			
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		2,232	2,232
			05/19/2022	05/19/2022			
Total Shares:						2,844	2,844

Alphabet Inc.

Meeting Date: 06/01/2022		Country: USA		Ticker: GOOGL		Proxy Level: 3	
Record Date: 04/05/2022		Meeting Type: Annual		Meeting ID: 1641383			
Primary Security ID: 02079K305		Primary CUSIP: 02079K305		Primary ISIN: US02079K3059		Primary SEDOL: BYVY8G0	
		Total Ballots: 2		Voting Policy: UUA			
Votable Shares: 35		*Shares on Loan: 0		Shares Instructed: 35		Shares Voted: 35	
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Sergey Brin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Sundar Pichai	Mgmt	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 L. Hennessy	Mgmt	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 Frances H. Arnold	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director L. John Doerr	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	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>						
1h	Elect Director Ann 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>						
1i	Elect Director K. Ram Shriram	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Robin L. Washington	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	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 5.18 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 factor(s): - 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	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Considering that the increase in authorized common stock is proportionate to the board's proposed 20-for-1 stock split and that the company's share price has increased significantly in recent years, a vote FOR this proposal is warranted.</i>						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i>						
6	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 Paris Agreement, in light of risks to the company caused by climate change and the company's public position.</i>						
7	Report on Physical Risks of Climate Change	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is assessing and managing climate change risks.</i>						
8	Report on Metrics and Efforts to Reduce Water Related Risk	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing climate-related water risks.</i>						
9	Oversee and Report a Third-Party Racial Equity Audit	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Alphabet's efforts to address the issue of any inequality in its workforce and its management of related risks.</i>						
10	Report on Risks Associated with Use of Concealment Clauses	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because more information would help shareholders understand how the company is assessing and managing the risks of using of concealment clauses.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	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>						
12	Report on Government Takedown Requests	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company has not faced significant controversies from its U.S. content takedowns, and it provides enough information for shareholders to assess its management of related risks.</i>						
13	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.</i>						
14	Report on Managing Risks Related to Data Collection, Privacy and Security	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. An increased disclosure and greater transparency regarding risks related to user data collection, privacy, and security and its potential business impacts would provide shareholders insights on how the company is managing these risks.</i>						
15	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has faced scrutiny over biases in its algorithmic systems and increased reporting would assist shareholders in assessing progress and management of related risks.</i>						
16	Commission Third Party Assessment of Company's Management of Misinformation and Disinformation Across Platforms	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because an independent human rights assessment would help shareholders better evaluate the company's management of risks related to the human rights impacts of disinformation and misinformation.</i>						
17	Report on External Costs of Misinformation and Impact on Diversified Shareholders	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. An increased disclosure and greater transparency regarding risks related to misinformation and its potential business impacts would provide shareholders insights on how the company is managing these risks.</i>						
18	Report on Steps to Improve Racial and Gender Board Diversity	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from additional information about how the company is ensuring gender and minority representation are included in the company's board nomination.</i>						
19	Establish an Environmental Sustainability Board Committee	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: By establishing a dedicated Environmental Sustainability Board Committee, the company will have a centralized device to continue, ensure, and promote its environmental policies and initiatives. The adoption of this resolution will also solidify the company's position among its peers as an industry leader in this area of environmental sustainability. As such, support FOR this proposal is warranted.</i>						
20	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>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
21	Report on Policies Regarding Military and Militarized Policing Agencies	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's policies regarding its military and militarized policing agency activities and their impacts on stakeholders, user communities, and the company's reputation and finances would help shareholders assess management's oversight of related risks.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		30	30
			05/20/2022	05/20/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		5	5
			05/20/2022	05/20/2022			
Total Shares:						35	35

Clarus Corporation

Meeting Date: 06/01/2022	Country: USA	Ticker: CLAR	Proxy Level: 1
Record Date: 04/18/2022	Meeting Type: Annual	Meeting ID: 1643573	
Primary Security ID: 18270P109	Primary CUSIP: 18270P109	Primary ISIN: US18270P1093	Primary SEDOL: BF5QHG2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 4,713	*Shares on Loan: 0	Shares Instructed: 4,713	Shares Voted: 4,713

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren B. Kanders	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 incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, and Susan Ottmann for (i) maintaining a long-term poison pill that has not been ratified by shareholders and (ii) failing to address the majority withhold vote for certain directors at last year's annual meeting.WITHHOLD votes are further warranted for audit committee members Michael Henning, Donald House, and Nicholas Sokolow given concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock.WITHHOLD votes are warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann for maintaining a triennial say-on-pay frequency despite shareholders previously approving an annual frequency at the 2017 annual meeting.WITHHOLD votes are also warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann due to an unmitigated pay-for-performance misalignment. PEO pay was outsized and is expected to remain very high for 2022. While the primary component of pay was performance-based awards, it is expected for awards of this size that the performance goals are significantly more rigorous and that the company provides an expanded rationale as to how the size of the award was determined. In addition, bonuses are largely discretionary.							
1.2	Elect Director Donald L. House	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 incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, and Susan Ottmann for (i) maintaining a long-term poison pill that has not been ratified by shareholders and (ii) failing to address the majority withhold vote for certain directors at last year's annual meeting.WITHHOLD votes are further warranted for audit committee members Michael Henning, Donald House, and Nicholas Sokolow given concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock.WITHHOLD votes are warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann for maintaining a triennial say-on-pay frequency despite shareholders previously approving an annual frequency at the 2017 annual meeting.WITHHOLD votes are also warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann due to an unmitigated pay-for-performance misalignment. PEO pay was outsized and is expected to remain very high for 2022. While the primary component of pay was performance-based awards, it is expected for awards of this size that the performance goals are significantly more rigorous and that the company provides an expanded rationale as to how the size of the award was determined. In addition, bonuses are largely discretionary.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Nicholas Sokolow	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, and Susan Ottmann for (i) maintaining a long-term poison pill that has not been ratified by shareholders and (ii) failing to address the majority withhold vote for certain directors at last year's annual meeting. WITHHOLD votes are further warranted for audit committee members Michael Henning, Donald House, and Nicholas Sokolow given concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann for maintaining a triennial say-on-pay frequency despite shareholders previously approving an annual frequency at the 2017 annual meeting. WITHHOLD votes are also warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann due to an unmitigated pay-for-performance misalignment. PEO pay was outsized and is expected to remain very high for 2022. While the primary component of pay was performance-based awards, it is expected for awards of this size that the performance goals are significantly more rigorous and that the company provides an expanded rationale as to how the size of the award was determined. In addition, bonuses are largely discretionary.</i></p>							
1.4	Elect Director Michael A. Henning	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, and Susan Ottmann for (i) maintaining a long-term poison pill that has not been ratified by shareholders and (ii) failing to address the majority withhold vote for certain directors at last year's annual meeting. WITHHOLD votes are further warranted for audit committee members Michael Henning, Donald House, and Nicholas Sokolow given concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann for maintaining a triennial say-on-pay frequency despite shareholders previously approving an annual frequency at the 2017 annual meeting. WITHHOLD votes are also warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann due to an unmitigated pay-for-performance misalignment. PEO pay was outsized and is expected to remain very high for 2022. While the primary component of pay was performance-based awards, it is expected for awards of this size that the performance goals are significantly more rigorous and that the company provides an expanded rationale as to how the size of the award was determined. In addition, bonuses are largely discretionary.</i></p>							
1.5	Elect Director Susan Ottmann	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, and Susan Ottmann for (i) maintaining a long-term poison pill that has not been ratified by shareholders and (ii) failing to address the majority withhold vote for certain directors at last year's annual meeting. WITHHOLD votes are further warranted for audit committee members Michael Henning, Donald House, and Nicholas Sokolow given concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann for maintaining a triennial say-on-pay frequency despite shareholders previously approving an annual frequency at the 2017 annual meeting. WITHHOLD votes are also warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann due to an unmitigated pay-for-performance misalignment. PEO pay was outsized and is expected to remain very high for 2022. While the primary component of pay was performance-based awards, it is expected for awards of this size that the performance goals are significantly more rigorous and that the company provides an expanded rationale as to how the size of the award was determined. In addition, bonuses are largely discretionary.</i></p>							
1.6	Elect Director James E. Walker, III	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for incumbent director nominees Warren Kanders, Nicholas Sokolow, Michael Henning, Donald House, and Susan Ottmann for (i) maintaining a long-term poison pill that has not been ratified by shareholders and (ii) failing to address the majority withhold vote for certain directors at last year's annual meeting. WITHHOLD votes are further warranted for audit committee members Michael Henning, Donald House, and Nicholas Sokolow given concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann for maintaining a triennial say-on-pay frequency despite shareholders previously approving an annual frequency at the 2017 annual meeting. WITHHOLD votes are also warranted for compensation committee members Nicholas Sokolow, Donald House, and Susan Ottmann due to an unmitigated pay-for-performance misalignment. PEO pay was outsized and is expected to remain very high for 2022. While the primary component of pay was performance-based awards, it is expected for awards of this size that the performance goals are significantly more rigorous and that the company provides an expanded rationale as to how the size of the award was determined. In addition, bonuses are largely discretionary.</i></p>							

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Clarus 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	
Voting Policy Rationale: A vote FOR this item is warranted because only 22.91 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	Auto-Approved		4,713	4,713
				05/18/2022	05/18/2022			
					Total Shares:		4,713	4,713

Comcast Corporation

Meeting Date: 06/01/2022		Country: USA		Ticker: CMCSA		Proxy Level: 3	
Record Date: 04/04/2022		Meeting Type: Annual		Meeting ID: 1641326			
Primary Security ID: 20030N101		Primary CUSIP: 20030N101		Primary ISIN: US20030N1019		Primary SEDOL: 2044545	
		Total Ballots: 2		Voting Policy: UUA			
Votable Shares: 6,931		*Shares on Loan: 0		Shares Instructed: 6,931		Shares Voted: 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
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Madeline S. Bell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Edward D. Breen	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Gerald L. Hassell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Jeffrey A. Honickman	Mgmt	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 Maritza G. Montiel	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Asuka Nakahara	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.8	Elect Director David C. Novak	Mgmt	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 Brian L. Roberts	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Comcast Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns are noted, annual incentives are largely based on pre-set financial measures, and the majority of equity awards were performance based and utilized a multi-year measurement period.							
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.							
4	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
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.							
5	Oversee and Report a Racial Equity Audit	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and ventures. In addition, it would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.							
6	Report on Omitting Viewpoint and Ideology from EEO Policy	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to be taking appropriate steps to protect itself against risks related to discrimination based on political ideology or viewpoint.							
7	Conduct Audit and Report on Effectiveness of Sexual Harassment Policies	SH	Yes	Against	Against	For	For
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.							
8	Report on Retirement Plan Options Aligned with Company Climate Goals	SH	Yes	Against	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted. While the company may not be responsible for its employees' investment decisions, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		6,833	6,833
			05/19/2022	05/19/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		98	98
			05/19/2022	05/19/2022			
Total Shares:						6,931	6,931

New York Community Bancorp, Inc.

Meeting Date: 06/01/2022	Country: USA	Ticker: NYCB	Proxy Level: 3
Record Date: 04/05/2022	Meeting Type: Annual	Meeting ID: 1641490	
Primary Security ID: 649445103	Primary CUSIP: 649445103	Primary ISIN: US6494451031	Primary SEDOL: 2711656

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

New York Community Bancorp, Inc.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 737		*Shares on Loan: 0		Shares Instructed: 737		Shares Voted: 737	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marshall J. Lux	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 Ronald A. 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.							
1c	Elect Director Lawrence J. Savarese	Mgmt	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 less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
4	Provide Right to Act by Written Consent	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.							
5	Declassify the Board of Directors	SH	Yes	None	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		737	737
			05/17/2022	05/17/2022			
			Total Shares:				

NXP Semiconductors N.V.

Meeting Date: 06/01/2022		Country: Netherlands		Ticker: NXPI		Proxy Level: N/A	
Record Date: 05/04/2022		Meeting Type: Annual		Meeting ID: 1632627			
Primary Security ID: N6596X109		Primary CUSIP: N6596X109		Primary ISIN: NL0009538784		Primary SEDOL: B505PN7	
Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 92		*Shares on Loan: 0		Shares Instructed: 92		Shares Voted: 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
Voting Policy Rationale: A vote FOR this proposal is warranted because of the absence of concern with the company's audit procedures or its auditors.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Board Members	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of the absence of any information about significant and compelling controversies suggesting that the board is not fulfilling its fiduciary duties.</i>						
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	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
3c	Reelect 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	Reelect Anthony Foxx 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>						
3e	Elect Chunyuan Gu 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>						
3f	Reelect Lena Olving 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>						
3g	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>						
3h	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>						
3i	Reelect Gregory 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>						
3j	Reelect Karl-Henrik Sundstrom 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>						
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 the authority 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 the authority is in line with commonly used safeguards regarding volume and duration.</i>						

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NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. This proposal would allow the company to repurchase up to 10 percent of issued share capital, for up to 110 percent of the share price prior to the repurchase. There are no particular concerns regarding shareholders' ability to participate in the buyback program, and no history of abuse of previous buyback authorities.							
7	Approve Cancellation of Ordinary Shares	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is recommended as the cancellation of shares is in shareholders' interests.							
8	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 during the year in review and the majority of CEO pay is conditioned on objective financial performance metrics. Additionally, the compensation committee demonstrated an adequate level of responsiveness to the prior year's relatively low say-on-pay support. Nevertheless, shareholders should continue to closely monitor the company's compensation practices, as the company's say-on-pay has received relatively low support for two consecutive years.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		92	92
			05/17/2022	05/17/2022			
			Total Shares:				

SEI Investments Company

Meeting Date: 06/01/2022	Country: USA	Ticker: SEIC	Proxy Level: 3
Record Date: 03/25/2022	Meeting Type: Annual	Meeting ID: 1644576	
Primary Security ID: 784117103	Primary CUSIP: 784117103	Primary ISIN: US7841171033	Primary SEDOL: 2793610
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 322	*Shares on Loan: 0	Shares Instructed: 322	Shares Voted: 322

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alfred P. West, 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 William M. Doran	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Jonathan A. Brassington	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.42 percent of the fees paid to the auditor are for non-audit purposes.							

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SEI Investments Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		322	322
			05/18/2022	05/18/2022			
			Total Shares:				

Walmart Inc.

Meeting Date: 06/01/2022	Country: USA	Ticker: WMT	Proxy Level: 3
Record Date: 04/08/2022	Meeting Type: Annual	Meeting ID: 1640566	
Primary Security ID: 931142103	Primary CUSIP: 931142103	Primary ISIN: US9311421039	Primary SEDOL: 2936921
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 2,643	*Shares on Loan: 0	Shares Instructed: 2,643	Shares Voted: 2,643

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Sarah J. Friar	Mgmt	Yes	For	For	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 Carla A. Harris	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Thomas W. Horton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Marissa A. Mayer	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director C. Douglas McMillon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Gregory B. Penner	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Randall L. Stephenson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director S. Robson Walton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	Elect Director Steuart L. Walton	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are based entirely on financial metrics with pre-set, objective goals, and a majority of long-term incentives are sufficiently linked to established financial performance goals. With that said, shareholders generally prefer that the LTI utilize multi-year goals, as opposed to an annual performance period, to incentivize sustained long-term performance.</i></p>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.23 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
4	Report on Animal Welfare Policies and Practices in Food Supply Chain	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from additional disclosure about steps the company is taking to mitigate risks related to animal welfare in its pork supply chain.</i></p>							
5	Create a Pandemic Workforce Advisory Council	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted due to controversies related to employees' health and safety concerns during the COVID-19 pandemic, and an apparent lack of sufficient management and board oversight. It may also help the company address the transition to COVID-19 being endemic.</i></p>							
6	Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.</i></p>							
7	Report on Alignment of Racial Justice Goals and Starting Wages	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as 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></p>							
8	Report on a Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company does not face any significant controversies related to the impact of its non-discrimination policies on non-diverse employees and the company provides shareholders with sufficient information to assess this issue.</i></p>							
9	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
<p><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></p>							
10	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
<p><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></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,573	2,573
			05/20/2022	05/20/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		70	70
			05/20/2022	05/20/2022			
Total Shares:						2,643	2,643

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1Life Healthcare, Inc.

Meeting Date: 06/02/2022	Country: USA	Ticker: ONEM	Proxy Level: 3
Record Date: 04/04/2022	Meeting Type: Annual	Meeting ID: 1640473	
Primary Security ID: 68269G107	Primary CUSIP: 68269G107	Primary ISIN: US68269G1076	Primary SEDOL: BKMG1N5
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3,989	*Shares on Loan: 0	Shares Instructed: 3,989	Shares Voted: 3,989

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul R. Auvil	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Paul Auvil III, Mark Blumenkranz, and Kalen Holmes due to the following:(i) 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; and(ii) the board's failure to acknowledge and respond to director David Kennedy's lack of majority support last year, or adequately address the underlying cause of the high level of dissenting votes. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Mark S. Blumenkranz	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for Paul Auvil III, Mark Blumenkranz, and Kalen Holmes due to the following:(i) 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; and(ii) the board's failure to acknowledge and respond to director David Kennedy's lack of majority support last year, or adequately address the underlying cause of the high level of dissenting votes. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Kalen F. Holmes	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Paul Auvil III, Mark Blumenkranz, and Kalen Holmes due to the following:(i) 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; and(ii) the board's failure to acknowledge and respond to director David Kennedy's lack of majority support last year, or adequately address the underlying cause of the high level of dissenting votes. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
4	Advisory Vote on Say on Pay 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		3,989	3,989
			05/19/2022	05/19/2022			
			Total Shares:				3,989

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Algonquin Power & Utilities Corp.

Meeting Date: 06/02/2022	Country: Canada	Ticker: AQN	Proxy Level: 4
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1622236	
Primary Security ID: 015857105	Primary CUSIP: 015857105	Primary ISIN: CA0158571053	Primary SEDOL: B51BMR7

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 7,641	*Shares on Loan: 0	Shares Instructed: 7,641	Shares Voted: 7,641

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 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.							
2.2	Elect Director Melissa Stapleton Barnes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							
2.3	Elect Director Amee Chande	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							
2.4	Elect Director Daniel Goldberg	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							
2.5	Elect Director Christopher Huskilson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							
2.6	Elect Director D. Randy Laney	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							
2.7	Elect Director Kenneth Moore	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							
2.8	Elect Director Masheed Saidi	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							
2.9	Elect Director Dilek Samil	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.							
3	Re-approve Stock Option Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this stock option plan.							
4	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.							
5	Re-approve Shareholder Rights Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR the shareholder rights plan because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		7,641	7,641
			05/13/2022	05/13/2022			

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Cloudflare, Inc.

Meeting Date: 06/02/2022	Country: USA	Ticker: NET	Proxy Level: 3
Record Date: 04/07/2022	Meeting Type: Annual	Meeting ID: 1640477	
Primary Security ID: 18915M107	Primary CUSIP: 18915M107	Primary ISIN: US18915M1071	Primary SEDOL: BJXC5M2
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 5,566	*Shares on Loan: 0	Shares Instructed: 5,566	Shares Voted: 5,566

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark Anderson	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 directors Mark Anderson and Carl Ledbetter given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-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 at least 30 percent diversity.							
1.2	Elect Director Mark Hawkins	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.							
1.3	Elect Director Carl Ledbetter	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 directors Mark Anderson and Carl Ledbetter given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-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 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 8.29 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted due to concerns regarding the extreme magnitude of one-time awards to the co-CEOs. Even with rigorous performance vesting criteria, the values of the award opportunities are excessively large and other concerns are identified.							
4	Approve Stock Option Grants	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The magnitude of the awards is excessively large at \$620 million in total. The performance goals appear rigorous given that they required 615.6 percent stock price appreciation as of the grant date for the full award to vest and now require 1,734.7 percent appreciation based on the most recent stock price, but they also can be achieved over a long period of 10 years. Additional concerns noted are the lack of an apparent clawback policy, no adjustments to the award size when the co-founders would transition to executive chair or another C-suite position, and there is no apparent commitment not to grant additional awards during the term of the performance awards. In light of these concerns, a vote AGAINST this proposal is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		436	436
			05/20/2022	05/20/2022			
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		5,130	5,130
			05/20/2022	05/20/2022			
Total Shares:						5,566	5,566

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

Meeting Date: 06/02/2022	Country: USA	Ticker: DDOG	Proxy Level: 3
Record Date: 04/05/2022	Meeting Type: Annual	Meeting ID: 1639664	
Primary Security ID: 23804L103	Primary CUSIP: 23804L103	Primary ISIN: US23804L1035	Primary SEDOL: BKT9Y49

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 285	*Shares on Loan: 0	Shares Instructed: 285	Shares Voted: 285

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Titi Cole	Mgmt	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 Matthew Jacobson	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent directors Matthew (Matt) Jacobson and Julie Richardson given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.							
1c	Elect Director Julie G. Richardson	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. WITHHOLD votes are warranted for incumbent directors Matthew (Matt) Jacobson and Julie Richardson given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, 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	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		285	285
			05/19/2022	05/19/2022			
			Total Shares:				285

Meeting Date: 06/02/2022	Country: USA	Ticker: IT	Proxy Level: 3
Record Date: 04/07/2022	Meeting Type: Annual	Meeting ID: 1638459	
Primary Security ID: 366651107	Primary CUSIP: 366651107	Primary ISIN: US3666511072	Primary SEDOL: 2372763

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 170		*Shares on Loan: 0		Shares Instructed: 170		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Richard J. Bressler	Mgmt	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 Raul E. Cesan	Mgmt	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 Karen E. Dykstra	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Diana S. Ferguson	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 Anne Sutherland Fuchs	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director William O. Grabe	Mgmt	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 Eugene A. Hall	Mgmt	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 Stephen G. Pagliuca	Mgmt	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 Eileen M. Serra	Mgmt	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 James C. Smith	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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 for the year in review. Annual incentives are based on objective financial metrics, and a majority of equity incentives are performance-based, albeit with only a one-year measurement period.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 16.70 percent of the fees paid to the auditor are for non-audit purposes.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		170	170
			05/18/2022	05/18/2022			
			Total Shares:				

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Meeting Date: 06/02/2022	Country: USA	Ticker: NFLX	Proxy Level: 3
Record Date: 04/04/2022	Meeting Type: Annual	Meeting ID: 1641387	
Primary Security ID: 64110L106	Primary CUSIP: 64110L106	Primary ISIN: US64110L1061	Primary SEDOL: 2857817

Total Ballots: 1	Voting Policy: UUA
Votable Shares: 1,195	Shares Instructed: 1,195
*Shares on Loan: 0	Shares Voted: 1,195

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Haley	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent director nominees Timothy Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support.</i>							
1b	Elect Director Leslie Kilgore	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. WITHHOLD votes are warranted for incumbent director nominees Timothy Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support.</i>							
1c	Elect Director Strive Masiyiwa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Ann Mather	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. WITHHOLD votes are warranted for incumbent director nominees Timothy Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support.</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 declassifying the board would enhance board accountability to shareholders and this proposal demonstrates a commitment to shareholders' interests on the part of management.</i>							
3	Eliminate Supermajority Voting Provisions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</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. Therefore, a vote FOR this proposal is warranted as it represents an enhancement to shareholders' rights.</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 24.35 percent of the fees paid to the auditor are for non-audit purposes.</i>							
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Despite several consecutive years of relatively low support for this proposal, the compensation committee has again failed to demonstrate meaningful responsiveness to shareholders' concerns. In addition, there are ongoing significant concerns regarding NEO pay structure. Pay almost entirely consists of base salaries and grants of fully-vested option awards, the specific allocation of which is at the individual's election, resulting in excessive base salaries for certain NEOs. Further, the lack of time- or performance-vesting incentives eliminates at-risk pay and diminishes the incentive value of compensation. Moreover, concerns are raised with respect to legacy change-in-control agreements which contain a single-trigger provision and the lack of risk-mitigating features in the firm's compensation program.</i>							
7	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholders' rights.</i>							

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Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	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.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		1,195	1,195
			05/20/2022	05/20/2022			
Total Shares:						1,195	1,195

Royal Caribbean Cruises Ltd.

Meeting Date: 06/02/2022	Country: Liberia	Ticker: RCL	Proxy Level: N/A
Record Date: 04/07/2022	Meeting Type: Annual	Meeting ID: 1639171	
Primary Security ID: V7780T103	Primary CUSIP: V7780T103	Primary ISIN: LR0008862868	Primary SEDOL: 2754907
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 343	*Shares on Loan: 0	Shares Instructed: 343	Shares Voted: 343

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1b	Elect Director Richard D. Fain	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1d	Elect Director William L. Kimsey	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1e	Elect Director Michael O. Leavitt	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1f	Elect Director Jason T. Liberty	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1g	Elect Director Amy McPherson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1h	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1i	Elect Director Ann S. Moore	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							

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Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Eyal M. Ofer	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1k	Elect Director William K. Reilly	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1l	Elect Director Vagn O. Sorensen	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1m	Elect Director Donald Thompson	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1n	Elect Director Arne Alexander Wilhelmsen	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	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While target incentive awards are largely based on objective performance criteria, certain NEOs received excessive one-time equity awards. Particularly given the size of the awards as compared to their normal compensation, the payment of special awards in addition to previously disclosed adjustments to multiple PSU performance cycles severely weakens the link between pay and performance.							
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	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		343	343
			05/19/2022	05/19/2022			
			Total Shares:				343

Sarepta Therapeutics, Inc.

Meeting Date: 06/02/2022		Country: USA		Ticker: SRPT		Proxy Level: 3	
Record Date: 04/08/2022		Meeting Type: Annual		Meeting ID: 1642602			
Primary Security ID: 803607100		Primary CUSIP: 803607100		Primary ISIN: US8036071004		Primary SEDOL: B8DPDT7	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 3,996		*Shares on Loan: 0		Shares Instructed: 3,996		Shares Voted: 3,996	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kathryn Boor	Mgmt	Yes	For	For	Against	Against
<div>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.</div>							

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Sarepta Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Michael Chambers	Mgmt	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 Douglas S. Ingram	Mgmt	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 Hans Wigzell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		3,996	3,996
			05/18/2022	05/18/2022			
			Total Shares:				3,996

Unity Software Inc.

Meeting Date: 06/02/2022	Country: USA	Ticker: U	Proxy Level: 3
Record Date: 04/08/2022	Meeting Type: Annual	Meeting ID: 1639670	
Primary Security ID: 91332U101	Primary CUSIP: 91332U101	Primary ISIN: US91332U1016	Primary SEDOL: BLFDXH8
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 357	*Shares on Loan: 0	Shares Instructed: 357	Shares Voted: 357

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Egon Durban	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for incumbent director nominees Egon Durban, Barry Schuler, and Robynne Sisco 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 Egon Durban for serving as a director on more than five public company boards.There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Barry Schuler	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Egon Durban, Barry Schuler, and Robynne Sisco 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 Egon Durban for serving as a director on more than five public company boards.There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Unity Software Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Robynne Sisco	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Egon Durban, Barry Schuler, and Robynne Sisco 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 Egon Durban for serving as a director on more than five public company boards. 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 less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment exists for the year under review and sufficient mitigating factors cannot be identified. A significant portion of annual incentives were based on a subjective assessment of individual performance with limited disclosure and LTI awards lacked performance conditions. In addition, two new NEOs received sizable sign-on awards of RSUs, resulting in these NEOs being higher paid than the CEO for FY21. The company does not provide a rationale for the magnitude of the awards, nor are the awards tied to any performance conditions. Finally, a former NEO received problematic severance payments upon a resignation, including acceleration of a sizable amount in stock options and extension of the options' term.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		357	357
			05/20/2022	05/20/2022			
			Total Shares:				

Axsome Therapeutics, Inc.

Meeting Date: 06/03/2022	Country: USA	Ticker: AXSM	Proxy Level: 3
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1641467	
Primary Security ID: 05464T104	Primary CUSIP: 05464T104	Primary ISIN: US05464T1043	Primary SEDOL: BYZR4X4
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,210	*Shares on Loan: 0	Shares Instructed: 1,210	Shares Voted: 1,210

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Roger Jeffs	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one woman director. WITHHOLD votes are warranted for director nominee Roger Jeffs 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. WITHHOLD votes are further warranted for nominating committee chair Roger Jeffs for failing to establish gender 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.							

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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: A vote FOR this proposal is warranted, with caution. Although the company's annual incentive program utilizes qualitative metrics and the committee's subjective determination of performance, this is not atypical for development-stage biopharmaceutical companies for whom more traditional financial metrics may not necessarily be appropriate. Shareholders would benefit from more thorough disclosure of the achievements the committee considered when assessing performance. However, below-target annual incentive payouts for FY21 were aligned with TSR performance for the year. The magnitude of the CEO and other NEOs' equity awards remain relatively high, which raises some concern. However, the majority of the awards were granted in stock options, which are considered to be more strongly performance-based for development-stage biopharmaceutical companies, and RSUs contain a relatively long holding period requirement. Given the concerns noted above, continued monitoring of pay program structure and outcomes is warranted.</i>							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,210	1,210
			05/20/2022	05/20/2022			
Total Shares:						1,210	1,210

Digital Realty Trust, Inc.

Meeting Date: 06/03/2022		Country: USA		Ticker: DLR		Proxy Level: 3	
Record Date: 04/06/2022		Meeting Type: Annual		Meeting ID: 1641412			
Primary Security ID: 253868103		Primary CUSIP: 253868103		Primary ISIN: US2538681030		Primary SEDOL: B03GQS4	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 64		*Shares on Loan: 0		Shares Instructed: 64		Shares Voted: 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 Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company.A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, 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	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company.A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, 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>							
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>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director William G. LaPerch	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company.A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, 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.							
1f	Elect Director Jean F.H.P. Mandeville	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Afshin Mohebbi	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Mark R. Patterson	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company.A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, 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.							
1i	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company.A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, 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.							
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 3.07 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 objective targets and a majority of the long-term incentives are performance contingent.							
4	Report on Risks Associated with Use of Concealment Clauses	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		64	64
			05/23/2022	05/23/2022			
			Total Shares:				64

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Procore Technologies, Inc.

Meeting Date: 06/03/2022	Country: USA	Ticker: PCOR	Proxy Level: 1
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1641470	
Primary Security ID: 74275K108	Primary CUSIP: 74275K108	Primary ISIN: US74275K1088	Primary SEDOL: BLH11J8
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,104	*Shares on Loan: 0	Shares Instructed: 1,104	Shares Voted: 1,104

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Erin Chapple	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director. There is at least 30 percent diversity.							
1.2	Elect Director Brian Feinstein	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 directors Brian Feinstein and Kevin O'Connor 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 further are warranted for Brian Feinstein for failure to establish racial or ethnic diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Kevin O'Connor	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 directors Brian Feinstein and Kevin O'Connor 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 further are warranted for Brian Feinstein for failure to establish racial or ethnic diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,104	1,104
			05/23/2022	05/23/2022			
			Total Shares:				1,104

WillScot Mobile Mini Holdings Corp.

Meeting Date: 06/03/2022	Country: USA	Ticker: WSC	Proxy Level: 3
Record Date: 04/06/2022	Meeting Type: Annual	Meeting ID: 1639135	
Primary Security ID: 971378104	Primary CUSIP: 971378104	Primary ISIN: US9713781048	Primary SEDOL: BMHL0Z4
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 4,295	*Shares on Loan: 0	Shares Instructed: 4,295	Shares Voted: 4,295

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
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.							
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 3.46 percent of the fees paid to the auditor are for non-audit purposes.							

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WillScot Mobile Mini Holdings Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While two NEOs received sizable employment agreement extension awards, the grants were entirely performance-based, with clearly disclosed goals. Annual incentives and annual cycle equity awards were also majority performance-based, though investors would benefit from additional disclosure regarding the specific performance targets. Given expected increases in CEO compensation in FY22 though, investors should continue to monitor pay the company.</i>							
	If Proposal 1 is Approved, Elect Directors to Serve a One-Year Term	Mgmt	No				
4aa	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>							
4ab	Elect Director Erika T. 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>							
4ac	Elect Director Sara R. 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>							
4ad	Elect Director Jeffrey S. Goble	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4ae	Elect Director Gerard E. Holthaus	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4af	Elect Director Kimberly J. McWaters	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4ag	Elect Director Erik Olsson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4ah	Elect Director Rebecca L. Owen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4ai	Elect Director Jeff Sagansky	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4aj	Elect Director Bradley L. Soultz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4ak	Elect Director Michael W. Upchurch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
	If Proposal 1 is Not Approved, Elect Directors to Serve a Two-Year Term	Mgmt	No				
4ba	Elect Director Erika T. 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>							
4bb	Elect Director Jeffrey S. Goble	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4bc	Elect Director Jeff Sagansky	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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WillScot Mobile Mini Holdings Corp.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		4,295	4,295
			05/20/2022	05/20/2022			
			Total Shares:				4,295

Grocery Outlet Holding Corp.

Meeting Date: 06/06/2022	Country: USA	Ticker: GO	Proxy Level: 3
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1641385	
Primary Security ID: 39874R101	Primary CUSIP: 39874R101	Primary ISIN: US39874R1014	Primary SEDOL: BK1KWF7
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 8,705	*Shares on Loan: 0	Shares Instructed: 8,705	Shares Voted: 8,705

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carey F. Jaros	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.2	Elect Director Eric J. Lindberg, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.3	Elect Director Norman S. Matthews	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.							
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 11.96 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.							
4	Eliminate Supermajority Vote Requirements	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.							
5	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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		8,705	8,705
			05/23/2022	05/23/2022			
			Total Shares:				8,705

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UnitedHealth Group Incorporated

Meeting Date: 06/06/2022	Country: USA	Ticker: UNH	Proxy Level: 3
Record Date: 04/08/2022	Meeting Type: Annual	Meeting ID: 1641516	
Primary Security ID: 91324P102	Primary CUSIP: 91324P102	Primary ISIN: US91324P1021	Primary SEDOL: 2917766
	Total Ballots: 2	Voting Policy: UUA	
Votable Shares: 1,188	*Shares on Loan: 0	Shares Instructed: 1,188	Shares Voted: 1,188

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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>						
1b	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>						
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>						
1h	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	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 primarily based on pre-set financial metrics and half of equity awards were performance based and utilized a multi-year measurement period. In response to shareholder feedback, the committee confirmed that it has no intention of paying severance upon executive retirements in the future.</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 2.87 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	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>						
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>						

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UnitedHealth Group Incorporated

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,100	1,100
			05/23/2022	05/23/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		88	88
			05/23/2022	05/23/2022			
Total Shares:						1,188	1,188

Cognizant Technology Solutions Corporation

Meeting Date: 06/07/2022	Country: USA	Ticker: CTSH	Proxy Level: 3
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1644118	
Primary Security ID: 192446102	Primary CUSIP: 192446102	Primary ISIN: US1924461023	Primary SEDOL: 2257019
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 526	*Shares on Loan: 0	Shares Instructed: 526	Shares Voted: 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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Vinita Bali	Mgmt	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 Maureen Breakiron-Evans	Mgmt	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 Archana Deskus	Mgmt	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 John M. Dineen	Mgmt	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 Brian Humphries	Mgmt	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 Leo S. Mackay, 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 Michael Patsalos-Fox	Mgmt	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 Stephen J. Rohleder	Mgmt	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 Joseph M. Velli	Mgmt	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 Sandra S. Wijnberg	Mgmt	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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Cognizant Technology Solutions Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 17.81 percent of the fees paid to the auditor are for non-audit purposes.							
4	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	SH	Yes	Against	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the existing one-year holding period requirement is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		526	526
			05/23/2022	05/23/2022			
			Total Shares:				

Fortive Corporation

Meeting Date: 06/07/2022	Country: USA	Ticker: FTV	Proxy Level: 3
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1641937	
Primary Security ID: 34959J108	Primary CUSIP: 34959J108	Primary ISIN: US34959J1088	Primary SEDOL: BYT3MK1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 134	*Shares on Loan: 0	Shares Instructed: 134	Shares Voted: 134

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Sharmistha Dubey	Mgmt	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 Rejji P. Hayes	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Wright Lassiter, III	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director James A. Lico	Mgmt	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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Fortive Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Kate D. Mitchell	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 Jeannine Sargent	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Alan G. Spoon	Mgmt	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; - 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.							
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 38.28 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.							
4	Eliminate Supermajority Vote Requirements	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.							
5	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Item 4 is not approved this year.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		134	134
			05/24/2022	05/24/2022			
			Total Shares:				

Organon & Co.

Meeting Date: 06/07/2022		Country: USA		Ticker: OGN		Proxy Level: 3	
Record Date: 04/08/2022		Meeting Type: Annual		Meeting ID: 1646135			
Primary Security ID: 68622V106		Primary CUSIP: 68622V106		Primary ISIN: US68622V1061		Primary SEDOL: BLDC8J4	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 5		*Shares on Loan: 0		Shares Instructed: 5		Shares Voted: 5	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Essner	Mgmt	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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Organon & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Shelly Lazarus	Mgmt	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 M. Patton	Mgmt	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 Grace Puma	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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. The company was formed after a mid-year spinoff. Annual incentives are largely based on pre-set financial measures and performance-based equity utilized a multi-year measurement period. Although some concern is noted regarding the majority time-based equity awards, this is mitigated by the increased composition of performance equity in the FY22 award. A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. The company was formed after a mid-year spinoff. Annual incentives are largely based on pre-set financial measures and performance-based equity utilized a multi-year measurement period. Although some concern is noted regarding the majority time-based equity awards, this is mitigated by the increased composition of performance equity in the FY22 award.							
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.							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.69 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		5	5
			05/20/2022	05/20/2022			
			Total Shares:				5

Palantir Technologies, Inc.

Meeting Date: 06/07/2022	Country: USA	Ticker: PLTR	Proxy Level: 1
Record Date: 04/13/2022	Meeting Type: Annual	Meeting ID: 1645518	
Primary Security ID: 69608A108	Primary CUSIP: 69608A108	Primary ISIN: US69608A1088	Primary SEDOL: BN78DQ4
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,740	*Shares on Loan: 0	Shares Instructed: 1,740	Shares Voted: 1,740

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander Karp	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 incumbent director nominees Peter Thiel, Alexander Karp, Stephen Cohen, Alexander Moore, Alexandra Schiff, and Lauren Stat given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure which adversely impacts shareholder rights.WITHHOLD votes are further warranted for Alexander Moore and Alexandra Schiff as governance committee members, given the board's failure to remove, or subject to a sunset requirement, the pop-up classified board structure which adversely impacts shareholder rights.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Stephen Cohen	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 incumbent director nominees Peter Thiel, Alexander Karp, Stephen Cohen, Alexander Moore, Alexandra Schiff, and Lauren Stat given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure which adversely impacts shareholder rights.WITHHOLD votes are further warranted for Alexander Moore and Alexandra Schiff as governance committee members, given the board's failure to remove, or subject to a sunset requirement, the pop-up classified board structure which adversely impacts shareholder rights.							
1.3	Elect Director Peter Thiel	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 incumbent director nominees Peter Thiel, Alexander Karp, Stephen Cohen, Alexander Moore, Alexandra Schiff, and Lauren Stat given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure which adversely impacts shareholder rights.WITHHOLD votes are further warranted for Alexander Moore and Alexandra Schiff as governance committee members, given the board's failure to remove, or subject to a sunset requirement, the pop-up classified board structure which adversely impacts shareholder rights.							
1.4	Elect Director Alexander Moore	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 incumbent director nominees Peter Thiel, Alexander Karp, Stephen Cohen, Alexander Moore, Alexandra Schiff, and Lauren Stat given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure which adversely impacts shareholder rights.WITHHOLD votes are further warranted for Alexander Moore and Alexandra Schiff as governance committee members, given the board's failure to remove, or subject to a sunset requirement, the pop-up classified board structure which adversely impacts shareholder rights.							
1.5	Elect Director Alexandra Schiff	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 incumbent director nominees Peter Thiel, Alexander Karp, Stephen Cohen, Alexander Moore, Alexandra Schiff, and Lauren Stat given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure which adversely impacts shareholder rights.WITHHOLD votes are further warranted for Alexander Moore and Alexandra Schiff as governance committee members, given the board's failure to remove, or subject to a sunset requirement, the pop-up classified board structure which adversely impacts shareholder rights.							
1.6	Elect Director Lauren Friedman Stat	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 incumbent director nominees Peter Thiel, Alexander Karp, Stephen Cohen, Alexander Moore, Alexandra Schiff, and Lauren Stat given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure which adversely impacts shareholder rights.WITHHOLD votes are further warranted for Alexander Moore and Alexandra Schiff as governance committee members, given the board's failure to remove, or subject to a sunset requirement, the pop-up classified board structure which adversely impacts shareholder rights.							
1.7	Elect Director Eric Woersching	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 7.08 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,740	1,740
			05/24/2022	05/24/2022			
			Total Shares:				1,740

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Meeting Date: 06/07/2022	Country: Canada	Ticker: SHOP	Proxy Level: 3
Record Date: 04/19/2022	Meeting Type: Annual/Special	Meeting ID: 1634416	
Primary Security ID: 82509L107	Primary CUSIP: 82509L107	Primary ISIN: CA82509L1076	Primary SEDOL: BXDZ9Z0

Total Ballots: 1	Voting Policy: UUA
Votable Shares: 698	Shares Instructed: 698
*Shares on Loan: 0	Shares Voted: 698

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 Lutke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston and Jeremy Levine for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i>						
1B	Elect Director Robert Ashe	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston and Jeremy Levine for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i>						
1C	Elect Director Gail Goodman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston and Jeremy Levine for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i>						
1D	Elect Director Colleen Johnston	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston and Jeremy Levine for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i>						
1E	Elect Director Jeremy Levine	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston and Jeremy Levine for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i>						
1F	Elect Director John Phillips	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston and Jeremy Levine for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i>						
1G	Elect Director Fidji Simo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote WITHHOLD for incumbent nominating committee members Robert (Rob) Ashe, Colleen Johnston and Jeremy Levine for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.</i>						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i>						
3	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST the creation of the Founder Share as it does not meet the exceptional set of circumstances under which such multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented.</i>						
4	Approve Stock Split	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR this stock split as it could increase market liquidity and expand the potential capital base of the company.</i>						

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Shopify 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: While a vote FOR this non-binding advisory vote is warranted, various problematic pay practices have persisted, including a stock option grant of US\$20M to the CEO, lack of certain risk mitigating practices, and a single trigger change-in-control agreement. As a result, the problematic pay practices concern level has been elevated to a Medium.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		698	698
			05/25/2022	05/25/2022			
Total Shares:						698	698

American Airlines Group Inc.

Meeting Date: 06/08/2022	Country: USA	Ticker: AAL	Proxy Level: 4
Record Date: 04/12/2022	Meeting Type: Annual	Meeting ID: 1646272	
Primary Security ID: 02376R102	Primary CUSIP: 02376R102	Primary ISIN: US02376R1023	Primary SEDOL: BCV7KT2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 289	*Shares on Loan: 0	Shares Instructed: 289	Shares Voted: 289

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James F. Albaugh	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1B	Elect Director Jeffrey D. Benjamin	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 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.							
1D	Elect Director John T. Cahill	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1E	Elect Director Michael J. Embler	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 Matthew J. Hart	Mgmt	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 D. Isom	Mgmt	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 Susan D. Kronick	Mgmt	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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American Airlines Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1I	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>							
1J	Elect Director Denise 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>							
1K	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>							
1L	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>							
1M	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>							
1N	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 as CEO pay and company performance are reasonably aligned at this time. While executive pay lacked performance conditions during the year in review, for 2022 the company will be reintroducing an annual incentive plan with objective performance metrics and half of the regular equity awards will be conditioned on multi-year performance goals.</i>							
4	Eliminate Supermajority Vote Requirement to Amend Bylaws	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	Eliminate Supermajority Vote Requirement to Amend All Other Provisions of the Certificate of Incorporation	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>							
6	Approve Tax Benefit 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 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>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/27/2022	Auto-Approved 05/27/2022		289	289

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Beam Therapeutics Inc.

Meeting Date: 06/08/2022	Country: USA	Ticker: BEAM	Proxy Level: 3
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1641403	
Primary Security ID: 07373V105	Primary CUSIP: 07373V105	Primary ISIN: US07373V1052	Primary SEDOL: BK6L288

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 712	*Shares on Loan: 0	Shares Instructed: 712	Shares Voted: 712

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark C. Fishman	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted for director nominees Mark Fishman, Carole Ho, and Kathleen (Kate) Walsh for 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.							
1b	Elect Director Carole Ho	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted for director nominees Mark Fishman, Carole Ho, and Kathleen (Kate) Walsh for 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.							
1c	Elect Director Kathleen E. Walsh	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted for director nominees Mark Fishman, Carole Ho, and Kathleen (Kate) Walsh for 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.							
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 3.32 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 reasons: - The provision for automatic accelerated vesting of equity awards upon a change in control; and - The lack of all the following risk-mitigating features: clawback policy, stock ownership guidelines, and stock holding requirements.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		712	712
			05/25/2022	05/25/2022			
			Total Shares:				712

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Brighthouse Financial, Inc.

Meeting Date: 06/08/2022	Country: USA	Ticker: BHF	Proxy Level: 3
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1643133	
Primary Security ID: 10922N103	Primary CUSIP: 10922N103	Primary ISIN: US10922N1037	Primary SEDOL: BF429K9

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 680	*Shares on Loan: 0	Shares Instructed: 680	Shares Voted: 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. 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 Carol D. Juel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	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. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Patrick J. (Pat) Shouvlín	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	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>						
1i	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. 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, and no significant concerns were identified at this time.</i>						

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Brighthouse Financial, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		680	680
			05/26/2022	05/26/2022			
			Total Shares:				

Devon Energy Corporation

Meeting Date: 06/08/2022	Country: USA	Ticker: DVN	Proxy Level: 3
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1641056	
Primary Security ID: 25179M103	Primary CUSIP: 25179M103	Primary ISIN: US25179M1036	Primary SEDOL: 2480677
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 1,340	*Shares on Loan: 0	Shares Instructed: 1,340	Shares Voted: 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
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.2	Elect Director John E. Bethancourt	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.3	Elect Director Ann G. Fox	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.4	Elect Director David A. Hager	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.5	Elect Director Kelt Kindick	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.6	Elect Director John Krenicki, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.7	Elect Director Karl F. Kurz	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.8	Elect Director Robert A. Mosbacher, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.9	Elect Director Richard E. Muncrief	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.10	Elect Director Duane C. Radtke	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.11	Elect Director Valerie M. Williams	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							

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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
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concerns remain relating to the rigor of relative TSR for the distribution of performance shares under the long-term incentive plan, as TSR targets median performance. Nonetheless, annual incentives are primarily linked to pre-set financial metrics and equity awards are chiefly performance based.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		980	980
			06/01/2022	06/01/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		360	360
			06/01/2022	06/01/2022			
Total Shares:						1,340	1,340

eBay, Inc.

Meeting Date: 06/08/2022	Country: USA	Ticker: EBAY	Proxy Level: 3
Record Date: 04/12/2022	Meeting Type: Annual	Meeting ID: 1640491	
Primary Security ID: 278642103	Primary CUSIP: 278642103	Primary ISIN: US2786421030	Primary SEDOL: 2293819
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 130	*Shares on Loan: 0	Shares Instructed: 130	Shares Voted: 130

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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.							
1b	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.							
1c	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.							
1d	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.							
1e	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.							
1f	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.							
1g	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.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	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.							
1i	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 14.29 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. The annual cash bonuses and long-term equity awards are primarily performance-based with performance shares relying on multi-year performance periods.							
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is reasonable; and - The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		130	130
			05/20/2022	05/20/2022			
			Total Shares:				130

HF Sinclair Corporation

Meeting Date: 06/08/2022		Country: USA		Ticker: DINO		Proxy Level: 3	
Record Date: 04/14/2022		Meeting Type: Annual		Meeting ID: 1642734			
Primary Security ID: 403949100		Primary CUSIP: 403949100		Primary ISIN: US4039491000		Primary SEDOL: BMZQ9C1	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 588		*Shares on Loan: 0		Shares Instructed: 588		Shares Voted: 588	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne-Marie N. Ainsworth	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1b	Elect Director Anna C. Catalano	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							

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HF Sinclair Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Leldon E. Echols	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1d	Elect Director Manuel J. Fernandez	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1e	Elect Director Michael C. Jennings	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1f	Elect Director R. Craig Knocke	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1g	Elect Director Robert J. Kostelnik	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1h	Elect Director James H. Lee	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1i	Elect Director Ross B. Matthews	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1j	Elect Director Franklin Myers	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
1k	Elect Director Norman J. Szydlowski	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: Less than 30% of the board is diverse.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified 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 20.69 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 the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance the unaffiliated shareholders' ability to make use of the right.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		588	588
			05/25/2022	05/25/2022			
			Total Shares:				588

Lemonade, Inc.

Meeting Date: 06/08/2022	Country: USA	Ticker: LMND	Proxy Level: 3
Record Date: 04/14/2022	Meeting Type: Annual	Meeting ID: 1647397	
Primary Security ID: 52567D107	Primary CUSIP: 52567D107	Primary ISIN: US52567D1072	Primary SEDOL: BMGNTQ5

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Lemonade, Inc.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 6,973		*Shares on Loan: 0		Shares Instructed: 6,973		Shares Voted: 6,973	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shai Wininger	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Shai Wininger, Irina Novoselsky, and Mwashuma (Shu) Nyatta 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.							
1.2	Elect Director Irina Novoselsky	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Shai Wininger, Irina Novoselsky, and Mwashuma (Shu) Nyatta 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.							
1.3	Elect Director Mwashuma (Shu) Nyatta	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Shai Wininger, Irina Novoselsky, and Mwashuma (Shu) Nyatta 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.							
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 23.95 percent of the fees paid to the auditor are for non-audit purposes.							
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		6,973	6,973
			05/23/2022	05/23/2022			
			Total Shares:				6,973

Match Group, Inc.

Meeting Date: 06/08/2022		Country: USA		Ticker: MTCH		Proxy Level: 3	
Record Date: 04/11/2022		Meeting Type: Annual		Meeting ID: 1647411			
Primary Security ID: 57667L107		Primary CUSIP: 57667L107		Primary ISIN: US57667L1070		Primary SEDOL: BK80XH9	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 5,919		*Shares on Loan: 0		Shares Instructed: 5,919		Shares Voted: 5,919	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Bailey	Mgmt	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 Melissa Brenner	Mgmt	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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Match Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Alan G. Spoon	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concerns remain relating to discretionary bonus payouts with undisclosed weightings and to the relative stock price growth metric under the long-term incentive plan, as it targets median performance. Nonetheless, equity awards are primarily performance based.							
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.							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		5,919	5,919
			05/25/2022	05/25/2022			

Science Applications International Corporation

Meeting Date: 06/08/2022	Country: USA	Ticker: SAIC	Proxy Level: 3
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1644722	
Primary Security ID: 808625107	Primary CUSIP: 808625107	Primary ISIN: US8086251076	Primary SEDOL: BDTZZG7
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,292	*Shares on Loan: 0	Shares Instructed: 1,292	Shares Voted: 1,292

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Carol A. Goode	Mgmt	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 Garth N. Graham	Mgmt	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 J. Hamre	Mgmt	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 Yvette M. Kanouff	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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Science Applications International Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Nazzic S. Keene	Mgmt	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 Timothy J. Mayopoulos	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Katharina G. McFarland	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 Milford W. McGuirt	Mgmt	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 Donna S. Morea	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 Steven R. Shane	Mgmt	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 Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,292	1,292
			05/24/2022	05/24/2022			
			Total Shares:				1,292

Target Corporation

Meeting Date: 06/08/2022		Country: USA		Ticker: TGT		Proxy Level: 3	
Record Date: 04/11/2022		Meeting Type: Annual		Meeting ID: 1642541			
Primary Security ID: 87612E106		Primary CUSIP: 87612E106		Primary ISIN: US87612E1064		Primary SEDOL: 2259101	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 642		*Shares on Loan: 0		Shares Instructed: 642		Shares Voted: 642	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director 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.							

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Target Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director George S. Barrett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Brian C. Cornell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Robert L. Edwards	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director 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>						
1h	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>						
1i	Elect Director Christine A. Leahy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	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>						
1k	Elect Director Derica W. Rice	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 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>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.84 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. Annual incentives are primarily, and long-term incentives are entirely, performance-based. A majority of changes to the incentive programs are one-time in nature to address volatility from the pandemic.</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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		642	642
			05/18/2022	05/18/2022			

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

Target Corporation

Total Shares: 642 642

Upland Software, Inc.

Meeting Date: 06/08/2022		Country: USA		Ticker: UPLD		Proxy Level: 3	
Record Date: 04/21/2022		Meeting Type: Annual		Meeting ID: 1647378			
Primary Security ID: 91544A109		Primary CUSIP: 91544A109		Primary ISIN: US91544A1097		Primary SEDOL: BS7K7H4	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 3,851		*Shares on Loan: 0		Shares Instructed: 3,851		Shares Voted: 3,851	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David D. May	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.							
1.2	Elect Director Joe Ross	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	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 32.83 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	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted as a pay-for-performance misalignment has been identified. The STI program has limited disclosure about its goals. In addition, the CEO's PSUs are based on non-rigorous performance goals and all other NEOs received solely time-vesting equity awards.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		3,851	3,851
			05/26/2022	05/26/2022			
			Total Shares:				3,851

Willis Towers Watson Public Limited Company

Meeting Date: 06/08/2022		Country: Ireland		Ticker: WTW		Proxy Level: N/A	
Record Date: 04/11/2022		Meeting Type: Annual		Meeting ID: 1646102			
Primary Security ID: G96629103		Primary CUSIP: G96629103		Primary ISIN: IE00BDB6Q211		Primary SEDOL: BDB6Q21	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 186		*Shares on Loan: 0		Shares Instructed: 186		Shares Voted: 186	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	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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Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Fumbi Chima	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Hammond	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Carl Hess	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Brendan 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 Linda 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>						
1g	Elect Director Paul 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>						
1h	Elect Director Michelle Swanback	Mgmt	Yes	For	For	For	For
	<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 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 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 1.22 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 primarily based on financial performance, and long-term awards were entirely performance-based and utilized a multi-year measurement period. The lack of disclosure of annual incentive targets and results was mitigated by the company's rationale and plans to include such disclosure for the FY22 awards.</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	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	Approve Reduction and Cancellation of Share Premium Account	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>						
7	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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Willis Towers Watson Public Limited Company

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		186	186
			05/26/2022	05/26/2022			
			Total Shares:				

Alleghany Corporation

Meeting Date: 06/09/2022	Country: USA	Ticker: Y	Proxy Level: 5
Record Date: 04/28/2022	Meeting Type: Special	Meeting ID: 1647765	
Primary Security ID: 017175100	Primary CUSIP: 017175100	Primary ISIN: US0171751003	Primary SEDOL: 2016801
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 112	*Shares on Loan: 0	Shares Instructed: 112	Shares Voted: 112

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: There are concerns around severance, tax gross-ups, and equity award treatment. Although NEOs' potential cash severance amounts are not excessive, they represent a recent enhancement as NEOs previously were not entitled to change-in-control severance. Further, two NEOs are estimated to receive problematic excise tax gross-ups, also the result of a recent agreement. Lastly, NEOs' outstanding performance equity awards will convert at an assumed maximum performance level, without compelling rationale disclosed in the proxy. In light of these concerns, a vote AGAINST this proposal is warranted.							
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		112	112
			05/28/2022	05/28/2022			
			Total Shares:				

Best Buy Co., Inc.

Meeting Date: 06/09/2022	Country: USA	Ticker: BBY	Proxy Level: 3
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1644830	
Primary Security ID: 086516101	Primary CUSIP: 086516101	Primary ISIN: US0865161014	Primary SEDOL: 2094670
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 141	*Shares on Loan: 0	Shares Instructed: 141	Shares Voted: 141

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

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Best Buy Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Lisa M. Caputo	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director J. Patrick Doyle	Mgmt	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 W. Kenny	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1e	Elect Director Mario J. Marte	Mgmt	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 Karen A. McLoughlin	Mgmt	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 L. "Tommy" Millner	Mgmt	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 Claudia F. Munce	Mgmt	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 Richelle P. Parham	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1j	Elect Director Steven E. 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.							
1k	Elect Director Eugene A. Woods	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although there are structural concerns with the LTI design, 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		141	141
			05/26/2022	05/26/2022			
			Total Shares:				

CoStar Group, Inc.

Meeting Date: 06/09/2022	Country: USA	Ticker: CSGP	Proxy Level: 3
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1642597	
Primary Security ID: 22160N109	Primary CUSIP: 22160N109	Primary ISIN: US22160N1090	Primary SEDOL: 2262864

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

Total Ballots: 2			Voting Policy: UUA				
Votable Shares: 7,496		*Shares on Loan: 0		Shares Instructed: 7,496		Shares Voted: 7,496	
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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Andrew C. Florance	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Laura Cox Kaplan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Michael J. Glosserman	Mgmt	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 John W. 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.							
1f	Elect Director Robert W. Musslewhite	Mgmt	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 Christopher J. Nassetta	Mgmt	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 Louise S. Sams	Mgmt	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 3.32 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 reasons: - Modified single-trigger provision in a change-in-control agreement; - Excise tax gross-up provision in an agreement; and - The provision for automatic accelerated vesting of equity awards upon a change in control.							
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 a reduction in the ownership threshold to call special meetings would enhance shareholder rights.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		90	90
			05/27/2022	05/27/2022			
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		7,406	7,406
			05/27/2022	05/27/2022			
Total Shares:						7,496	7,496

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Fate Therapeutics, Inc.

Meeting Date: 06/09/2022	Country: USA	Ticker: FATE	Proxy Level: 3
Record Date: 04/12/2022	Meeting Type: Annual	Meeting ID: 1642601	
Primary Security ID: 31189P102	Primary CUSIP: 31189P102	Primary ISIN: US31189P1021	Primary SEDOL: BCZS820
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,009	*Shares on Loan: 0	Shares Instructed: 1,009	Shares Voted: 1,009

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy P. Coughlin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director J. Scott Wolchko	Mgmt	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 Shefali Agarwal	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
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.							
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	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The equity program is estimated to be excessively dilutive (overriding factor); - The plan cost is excessive; and - The plan allows broad discretion to accelerate vesting.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,009	1,009
			05/25/2022	05/25/2022			
			Total Shares:				1,009

Gates Industrial Corporation Plc

Meeting Date: 06/09/2022	Country: United Kingdom	Ticker: GTES	Proxy Level: N/A
Record Date: 04/12/2022	Meeting Type: Annual	Meeting ID: 1645505	
Primary Security ID: G39108108	Primary CUSIP: G39108108	Primary ISIN: GB00BD9G2S12	Primary SEDOL: BD9G2S1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,619	*Shares on Loan: 0	Shares Instructed: 1,619	Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Gates Industrial Corporation Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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	For	For	For
	<i>Voting Policy Rationale: 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>						
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. 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	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the annual incentive is primarily based on pre-set objective metrics with payout caps, the lack of a cap on the individual performance factor and unclear scope for committee discretion provides significant upside potential in bonus award payouts. Further, concerns raised last year regarding the long-term incentive program have not been resolved. All NEOs other than the CEO receive predominantly time-vesting equity awards, and although the CEO's equity award was majority performance-based, forward-looking targets for either metric even relative TSR were not disclosed, nor was any cap on payouts should absolute TSR be negative.</i>						
3	Approve Remuneration Report	Mgmt	Yes	For	Against	Against	Against
	<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 AGAINST this proposal is warranted.</i>						
4	Approve Remuneration Policy	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The remuneration policy is being submitted in accordance with UK regulation, where the company is incorporated. Although some features of the remuneration policy do not align with market practice for UK-listed companies, they are consistent with US practice.</i>						
5	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 7.41 percent of the fees paid to the auditor are for non-audit purposes.</i>						
6	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 7.41 percent of the fees paid to the auditor are for non-audit purposes.</i>						
7	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 is warranted as no significant concerns have been identified.</i>						

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Gates Industrial Corporation Plc

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,619	1,619
			05/26/2022	05/26/2022			
			Total Shares:				

Keurig Dr Pepper Inc.

Meeting Date: 06/09/2022	Country: USA	Ticker: KDP	Proxy Level: 3
Record Date: 04/14/2022	Meeting Type: Annual	Meeting ID: 1647409	
Primary Security ID: 49271V100	Primary CUSIP: 49271V100	Primary ISIN: US49271V1008	Primary SEDOL: BD3W133
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 185	*Shares on Loan: 0	Shares Instructed: 185	Shares Voted: 185

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Robert Gamgort	Mgmt	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 Michael Call	Mgmt	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 Olivier Goudet	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 Peter Harf	Mgmt	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 Juliette Hickman	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 Paul S. Michaels	Mgmt	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 Pamela H. Patsley	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 Lubomira Rochet	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 Debra Sandler	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 Robert Singer	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Keurig Dr Pepper Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1K	Elect Director Larry D. Young	Mgmt	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 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	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 42.97 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		185	185
			05/27/2022	05/27/2022			
			Total Shares:				

Salesforce, Inc.

Meeting Date: 06/09/2022	Country: USA	Ticker: CRM	Proxy Level: 3
Record Date: 04/14/2022	Meeting Type: Annual	Meeting ID: 1646085	
Primary Security ID: 79466L302	Primary CUSIP: 79466L302	Primary ISIN: US79466L3024	Primary SEDOL: 2310525
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 500	*Shares on Loan: 0	Shares Instructed: 500	Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Bret Taylor	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Laura Alber	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Craig Conway	Mgmt	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 Parker Harris	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1f	Elect Director Alan Hassenfeld	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1g	Elect Director Neelie Kroes	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	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>						
1i	Elect Director Sanford Robertson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director John V. Roos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Robin Washington	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Maynard Webb	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Susan Wojcicki	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the number of shares reserved is reasonable; and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.98 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: A vote FOR the proposal is warranted. The annual bonus was entirely based on pre-set financial metrics that utilize a rigorous performance target and a reasonable maximum payout cap. Furthermore, though a concern is noted regarding non-CEO NEO grants consisting of majority time-vested equity, the majority of the grant for the full year CEO was in performance-conditioned equity with a rigorous performance target measured over a multi-year period. Continued monitoring of the pay program is warranted, however, as the company has entered into a co-CEO structure that will compensate two executives at CEO levels, and shareholders should ensure that relatively large pay packages are commensurate with sustained outperformance.</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	Oversee and Report a Racial Equity Audit	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and ventures. In addition, it 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		500	500
			05/27/2022	05/27/2022			
			Total Shares:				500

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Semtech Corporation

Meeting Date: 06/09/2022	Country: USA	Ticker: SMTC	Proxy Level: 3
Record Date: 04/14/2022	Meeting Type: Annual	Meeting ID: 1647357	
Primary Security ID: 816850101	Primary CUSIP: 816850101	Primary ISIN: US8168501018	Primary SEDOL: 2795542

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 1,630	*Shares on Loan: 0	Shares Instructed: 1,630	Shares Voted: 1,630

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
<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 3.61 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: There are some concerns raised by the heavy reliance on individual performance assessments to determine the performance bonuses for NEOs other than the CEO. Further, the performance LTI design has certain issues, including a relative TSR metric that targets merely median performance and a stock price goal that may be achieved based on short-term achievement. However, there are mitigating factors for the year in review. The CEO's STI was based primarily on objective financial metrics with reasonably rigorous targets. The company has adhered to its intention not to award the CEO additional LTI through 2023. Further, the LTI for other NEOs was majority performance-based, the stock price goal required significant appreciation, and vesting for relative TSR is capped at target for negative absolute TSR. On balance of these factors, a cautionary vote FOR this proposal warranted. Shareholders should continue to monitor incentive programs, as noted design concerns may exacerbate if pay and performance become further misaligned.</i>							

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Semtech 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.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,630	1,630
			05/26/2022	05/26/2022			
Total Shares:						1,630	1,630

ServiceNow, Inc.

Meeting Date: 06/09/2022	Country: USA	Ticker: NOW	Proxy Level: 3
Record Date: 04/11/2022	Meeting Type: Annual	Meeting ID: 1641699	
Primary Security ID: 81762P102	Primary CUSIP: 81762P102	Primary ISIN: US81762P1021	Primary SEDOL: B80NXX8
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,030	*Shares on Loan: 0	Shares Instructed: 2,030	Shares Voted: 2,030

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Teresa Briggs	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Jonathan C. Chadwick	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 Paul E. Chamberlain	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 Lawrence J. Jackson, 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 Frederic B. Luddy	Mgmt	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 Jeffrey A. 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.							
1h	Elect Director Joseph "Larry" Quinlan	Mgmt	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 Sukumar Rathnam	Mgmt	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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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. NEOs received sizable one-time option awards in FY21 in addition to their regular annual LTI awards. While the options maintain performance vesting conditions, the magnitude of the grants is excessive, particularly for the CEO at approximately \$200 million. The CEO's regular incentive opportunities were also increased in FY21, further compounding pay magnitude concerns. In addition, while the annual and long-term incentives are primarily performance-based for FY21, certain concerns remain regarding the lack of disclosure of performance metric achievement and the continued over-reliance on a single performance measurement period for both programs. Further, while the company provided disclosure about the rationale, the continued use of primarily one-year performance periods under the LTI program is concerning, particularly as shareholders have expressed a desire for long-term performance metrics under the program and a new three-year relative TSR metric only applies to a fraction of the annual LTI awards.</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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/30/2022	Auto-Approved 05/30/2022		2,030	2,030
Total Shares:						2,030	2,030

Virgin Galactic Holdings, Inc.

Meeting Date: 06/09/2022	Country: USA	Ticker: SPCE	Proxy Level: 3
Record Date: 04/14/2022	Meeting Type: Annual	Meeting ID: 1644816	
Primary Security ID: 92766K106	Primary CUSIP: 92766K106	Primary ISIN: US92766K1060	Primary SEDOL: BKWBFH2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,382	*Shares on Loan: 0	Shares Instructed: 2,382	Shares Voted: 2,382

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Colglazier	Mgmt	Yes	For	For	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 Evan Lovell	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 Wanda 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>							
1.4	Elect Director Adam Bain	Mgmt	Yes	For	For	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 Tina Jonas	Mgmt	Yes	For	For	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 Craig Kreeger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Virgin Galactic Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director George 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>							
1.8	Elect Director Wanda Sigur	Mgmt	Yes	For	For	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 W. Gilbert (Gil) West	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify 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. Although CEO pay declined following last year's sizable new hire equity grants, pay remained elevated. Annual incentive awards are predominately based on subjective performance goals, with limited disclosure regarding the committee's assessment of performance. Further, while the committee introduced performance awards for FY21, long-term incentive awards remained majority time-vesting for NEOs. Investors generally expect the majority of equity awards to maintain performance vesting criteria.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,382	2,382
			05/27/2022	05/27/2022			
Total Shares:						2,382	2,382

Garmin Ltd.

Meeting Date: 06/10/2022		Country: Switzerland		Ticker: GRMN		Proxy Level: N/A	
Record Date: 04/14/2022		Meeting Type: Annual		Meeting ID: 1642139			
Primary Security ID: H2906T109		Primary CUSIP: H2906T109		Primary ISIN: CH0114405324		Primary SEDOL: B3Z5T14	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 206		*Shares on Loan: 0		Shares Instructed: 206		Shares Voted: 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
Voting Policy Rationale: A vote FOR the approval of the annual financial statement and statutory reports is warranted.							
2	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted.							
3	Approve Dividends	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Votes FOR the allocation of income resolutions are warranted.							
4	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the discharge of the board of directors and senior management is warranted.							

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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 this proposal is warranted due to a lack of concerns.</i>						
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 1.20 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 CEO pay and company performance are reasonably aligned at this time. Nevertheless, shareholders may continue to prefer that the company utilize a multi-year performance period for the performance-contingent RSUs to better align pay with long-term company performance.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Approve Fiscal Year 2023 Maximum Aggregate Compensation for the Executive Management	Mgmt	Yes	For	For	For	For
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.							
12	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2022 AGM and the 2023 AGM	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is broadly in line with market practice.							
13	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.							
14	Approve Renewal of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the proposed authorization is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		206	206
			05/27/2022	05/27/2022			
			Total Shares:				206

Iovance Biotherapeutics, Inc.

Meeting Date: 06/10/2022		Country: USA		Ticker: IOVA		Proxy Level: 3	
Record Date: 04/18/2022		Meeting Type: Annual		Meeting ID: 1644716			
Primary Security ID: 462260100		Primary CUSIP: 462260100		Primary ISIN: US4622601007		Primary SEDOL: BF0DMK7	
Total Ballots: 1				Voting Policy: UUA			
Votable Shares: 1,626		*Shares on Loan: 0		Shares Instructed: 1,626		Shares Voted: 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	Withhold	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is non-independent and sits on a key committee.The nominee is employed full-time and sits on boards at more than 2 public companies.							
1.2	Elect Director Athena Countouriotis	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.							
1.3	Elect Director Ryan Maynard	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1.4	Elect Director Merrill A. McPeak	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							

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Iovance Biotherapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Wayne P. Rothbaum	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.							
1.6	Elect Director Michael Weiser	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 some concerns are 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 none of the fees paid to the auditor are for non-audit purposes.							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,626	1,626
			05/30/2022	05/30/2022			
			Total Shares:			1,626	1,626

Shift4 Payments, Inc.

Meeting Date: 06/10/2022	Country: USA	Ticker: FOUR	Proxy Level: 3
Record Date: 04/14/2022	Meeting Type: Annual	Meeting ID: 1646282	
Primary Security ID: 82452J109	Primary CUSIP: 82452J109	Primary ISIN: US82452J1097	Primary SEDOL: BLF0L75
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,200	*Shares on Loan: 0	Shares Instructed: 2,200	Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy Disman	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: There is both gender and racial diversity on the board.There is at least 30 percent diversity.The board is not majority independent.The nominee is 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 governance committee members Nancy Disman and Sarah Goldsmith-Grover given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights.WITHHOLD votes are further warranted for Nancy Disman and Sarah Goldsmith-Grover given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure with unequal voting rights.WITHHOLD votes are also warranted for non-independent director nominee Sarah Goldsmith-Grover for failing to establish a board on which a majority of the directors are independent and for serving as a non-independent member of certain key board committees.WITHHOLD votes are also warranted for audit committee member Nancy Disman for concerns regarding risk oversight in light of the pledging of a significant amount of the company's stock.							

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Shift4 Payments, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Sarah Goldsmith-Grover	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity. The board is not majority independent. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for governance committee members Nancy Disman and Sarah Goldsmith-Grover given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. WITHHOLD votes are further warranted for Nancy Disman and Sarah Goldsmith-Grover given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure with unequal voting rights. WITHHOLD votes are also warranted for non-independent director nominee Sarah Goldsmith-Grover for failing to establish a board on which a majority of the directors are independent and for serving as a non-independent member of certain key board committees. WITHHOLD votes are also warranted for audit committee member Nancy Disman for concerns regarding risk oversight in light of the pledging of a significant amount of the company's stock.</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 32.23 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 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	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 contains an evergreen feature (overriding factor); - 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		2,200	2,200
			05/28/2022	05/28/2022			
			Total Shares:			2,200	2,200

Switch, Inc.

Meeting Date: 06/10/2022	Country: USA	Ticker: SWCH	Proxy Level: 3
Record Date: 04/13/2022	Meeting Type: Annual	Meeting ID: 1645511	
Primary Security ID: 87105L104	Primary CUSIP: 87105L104	Primary ISIN: US87105L1044	Primary SEDOL: BF2YWK8
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 249	*Shares on Loan: 0	Shares Instructed: 249	Shares Voted: 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>							
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 Jason Genrich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Switch, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	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>							
1.5	Elect Director Zareh Sarrafian	Mgmt	Yes	For	For	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 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>							
1.7	Elect Director Donald D. 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>							
1.8	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>							
1.9	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	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 Securities Transfer Restrictions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: In this case, the transfer and ownership restrictions are being proposed to help the company to comply with requirements to qualify as a REIT under the Internal Revenue Code. Moreover, the board has put forth additional provisions that improve the overall governance structure of the company, including lowering the voting standard to amend the company's governing documents, which outweigh the anti-takeover risks posed by this proposal. Therefore, a vote FOR this proposal is warranted.</i>							
5	Change State of Incorporation to Maryland	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST reincorporation.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		249	249
			05/28/2022	05/28/2022			
			Total Shares:				249

General Motors Company

Meeting Date: 06/13/2022	Country: USA	Ticker: GM	Proxy Level: 3
Record Date: 04/19/2022	Meeting Type: Annual	Meeting ID: 1647489	
Primary Security ID: 37045V100	Primary CUSIP: 37045V100	Primary ISIN: US37045V1008	Primary SEDOL: B665KZ5

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

General Motors Company

		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 2,354		*Shares on Loan: 0		Shares Instructed: 2,354		Shares Voted: 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 Aneel Bhusri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
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 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>						
1e	Elect Director Joseph Jimenez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 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>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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 objective financial metrics, while a majority of equity awards are performance-based and utilize a multi-year 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 12.12 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 the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is considered small given the company's size and the composition of its shareholder base.</i>						

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General Motors Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 the Use of Child Labor in Connection with Electric Vehicles	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to eliminate child labor from its supply chain would allow investors to better understand how the company is managing human rights-related risks in its supply chain.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,354	2,354
			05/27/2022	05/27/2022			
					Total Shares:	2,354	2,354

OneMain Holdings, Inc.

Meeting Date: 06/13/2022	Country: USA	Ticker: OMF	Proxy Level: 1
Record Date: 04/21/2022	Meeting Type: Annual	Meeting ID: 1647440	
Primary Security ID: 68268W103	Primary CUSIP: 68268W103	Primary ISIN: US68268W1036	Primary SEDOL: BYSZB89
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 390	*Shares on Loan: 0	Shares Instructed: 390	Shares Voted: 390

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Valerie Soranno Keating	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Aneek S. Mamik	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes further are warranted for incumbent compensation committee members Aneek Mamik and Richard Smith, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. There is both gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Richard A. Smith	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes further are warranted for incumbent compensation committee members Aneek Mamik and Richard Smith, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. There is both gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		390	390
			06/01/2022	06/01/2022			

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Rexford Industrial Realty, Inc.

Meeting Date: 06/13/2022 Country: USA Ticker: REXR Proxy Level: 3
 Record Date: 04/14/2022 Meeting Type: Annual Meeting ID: 1648246
 Primary Security ID: 76169C100 Primary CUSIP: 76169C100 Primary ISIN: US76169C1009 Primary SEDOL: BC9ZHL9

Total Ballots: 1 Voting Policy: UUA
 Votable Shares: 2,470 *Shares on Loan: 0 Shares Instructed: 2,470 Shares Voted: 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
	Voting Policy Rationale: The nominee is employed full-time and sits 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 Michael S. Frankel	Mgmt	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 Diana J. Ingram	Mgmt	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 Angela L. Kleiman	Mgmt	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 Debra L. Morris	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director Tyler H. Rose	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Howard Schwimmer	Mgmt	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 Richard Ziman	Mgmt	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	Against	Against
	Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 32.32 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 at this time.						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. 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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Rexford Industrial Realty, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		2,470	2,470
			06/01/2022	06/01/2022			
			Total Shares:				

Rocket Pharmaceuticals, Inc.

Meeting Date: 06/13/2022	Country: USA	Ticker: RCKT	Proxy Level: 3
Record Date: 04/18/2022	Meeting Type: Annual	Meeting ID: 1647482	
Primary Security ID: 77313F106	Primary CUSIP: 77313F106	Primary ISIN: US77313F1066	Primary SEDOL: BDFKQ07
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 1,953	*Shares on Loan: 0	Shares Instructed: 1,953	Shares Voted: 1,953

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elisabeth Bjork	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.							
1b	Elect Director Carsten Boess	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.							
1c	Elect Director Pedro Granadillo	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are additionally warranted for governance committee members Pedro Granadillo 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.							
1d	Elect Director Gotham Makker	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.							
1e	Elect Director Fady Malik	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.							
1f	Elect Director Gaurav Shah	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.							
1g	Elect Director David P. Southwell	Mgmt	Yes	For	Withhold	Withhold	Withhold
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.							
1h	Elect Director Roderick Wong	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent.							
1i	Elect Director Naveen Yalamanchi	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for Naveen Yalamanchi for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for governance committee members Pedro Granadillo 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.							
2	Ratify EisnerAmper LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 11.29 percent of the fees paid to the auditor are for non-audit purposes.							

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Rocket Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For	
Voting Policy Rationale: 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085		6728029085	Confirmed	Auto-Instructed	Auto-Approved		1,953	1,953
				05/30/2022	05/30/2022			
					Total Shares:		1,953	1,953

Block, Inc.

Meeting Date: 06/14/2022	Country: USA	Ticker: SQ	Proxy Level: 3
Record Date: 04/21/2022	Meeting Type: Annual	Meeting ID: 1646105	
Primary Security ID: 852234103	Primary CUSIP: 852234103	Primary ISIN: US8522341036	Primary SEDOL: BYNZGK1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 7,832	*Shares on Loan: 0	Shares Instructed: 7,832	Shares Voted: 7,832

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jack Dorsey	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Jack Dorsey and Lord Paul Deighton 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.							
1.2	Elect Director Paul Deighton	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Jack Dorsey and Lord Paul Deighton 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.							
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. However, NEOs do not participate in an annual incentive plan and long-term awards lack performance criteria.							
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.							
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 1.99 percent of the fees paid to the auditor are for non-audit purposes.							
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters and would make the company eligible for inclusion in the S&P 500 index.							

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 06/02/2022	Auto-Approved 06/02/2022		7,832	7,832
Total Shares:						7,832	7,832

Brookfield Renewable Corporation

Meeting Date: 06/14/2022	Country: Canada	Ticker: BEPC	Proxy Level: 1
Record Date: 04/28/2022	Meeting Type: Annual	Meeting ID: 1630300	
Primary Security ID: 11284V105	Primary CUSIP: 11284V105	Primary ISIN: CA11284V1058	Primary SEDOL: BMW8YT2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3,071	*Shares on Loan: 0	Shares Instructed: 3,071	Shares Voted: 3,071

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey Blidner	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote FOR the other proposed nominees.							
1.2	Elect Director Scott Cutler	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote FOR the other proposed nominees.							
1.3	Elect Director Sarah Deasley	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote FOR the other proposed nominees.							
1.4	Elect Director Nancy Dorn	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote FOR the other proposed nominees.							
1.5	Elect Director Eleazar de Carvalho Filho	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote FOR the other proposed nominees.							
1.6	Elect Director Randy MacEwen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote FOR the other proposed nominees.							
1.7	Elect Director David Mann	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote FOR the other proposed nominees.							
1.8	Elect Director Lou Maroun	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote FOR the other proposed nominees.							

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Brookfield Renewable Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Stephen Westwell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote FOR the other proposed nominees.							
1.10	Elect Director Patricia Zuccotti	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote WITHHOLD for Jeffrey Blidner for serving on more than five public company boards. Vote WITHHOLD for incumbent nominating committee members David Mann, Nancy Dorn and Louis (Lou) Maroun for lack of diversity on the board. Vote FOR the other proposed nominees.							
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (0 percent) were reasonable relative to total fees paid to the auditor.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,071	3,071
			06/02/2022	06/02/2022			
			Total Shares:			3,071	3,071

Five Below, Inc.

Meeting Date: 06/14/2022	Country: USA	Ticker: FIVE	Proxy Level: 3
Record Date: 04/19/2022	Meeting Type: Annual	Meeting ID: 1649244	
Primary Security ID: 33829M101	Primary CUSIP: 33829M101	Primary ISIN: US33829M1018	Primary SEDOL: B85KFY9
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 506	*Shares on Loan: 0	Shares Instructed: 506	Shares Voted: 506

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Catherine E. Buggeln	Mgmt	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 Michael F. Devine, 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.							
1c	Elect Director Bernard Kim	Mgmt	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 Ronald L. Sargent	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
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	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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Five Below, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Following last year's low say-on-pay vote result, the compensation committee's responsiveness to shareholder concerns is determined to have been sufficient to a certain degree. In addition, although a concern is noted, pay and performance are reasonably aligned at this time. As such, a vote FOR this proposal is warranted.							
5	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.							
6	Approve Increase in Size of Board	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: 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. As such, a vote FOR this proposal is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		506	506
			06/02/2022	06/02/2022			
			Total Shares:				506

Health Catalyst, Inc.

Meeting Date: 06/14/2022	Country: USA	Ticker: HCAT	Proxy Level: 3
Record Date: 04/18/2022	Meeting Type: Annual	Meeting ID: 1644690	
Primary Security ID: 42225T107	Primary CUSIP: 42225T107	Primary ISIN: US42225T1079	Primary SEDOL: BKL CX50
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3,607	*Shares on Loan: 0	Shares Instructed: 3,607	Shares Voted: 3,607

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Duncan Gallagher	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Duncan Gallagher and Mark Templeton 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.							
1.2	Elect Director Mark B. Templeton	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Duncan Gallagher and Mark Templeton 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.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							

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Health Catalyst, 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. Although the compensation committee adequately responded to relatively low support for last year's say-on-pay proposal by improving disclosure and increasing the proportion of the CEO's long-term incentives tied to performance, there are ongoing pay program concerns that have resulted in an unmitigated pay-for-performance misalignment for the year in review. In particular, the long-term incentive program lacks performance conditions for most NEOs, and performance shares granted to the CEO and one other NEO under the long-term incentive program represent only a small fraction of their awards and utilize the same metrics and goals as the annual incentive program.</i>							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		3,607	3,607
			06/02/2022	06/02/2022			
					Total Shares:	3,607	3,607

Monster Beverage Corporation

Meeting Date: 06/14/2022		Country: USA		Ticker: MNST		Proxy Level: 3	
Record Date: 04/21/2022		Meeting Type: Annual		Meeting ID: 1644736			
Primary Security ID: 61174X109		Primary CUSIP: 61174X109		Primary ISIN: US61174X1090		Primary SEDOL: BZ07BW4	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 87		*Shares on Loan: 0		Shares Instructed: 87		Shares Voted: 87	
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	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 Hilton H. Schlosberg	Mgmt	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 Mark J. Hall	Mgmt	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 Ana Demel	Mgmt	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 James L. Dinkins	Mgmt	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 Gary P. Fayard	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.							
1.7	Elect Director Tiffany M. Hall	Mgmt	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 Jeanne P. Jackson	Mgmt	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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Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Steven G. Pizula	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.							
1.10	Elect Director Mark S. Vidergauz	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 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 29.22 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 for the year in review. Annual incentives were based largely on a pre-set financial objective as well as individual performance. However, compensating two co-CEOs each at the same level as one CEO can be costly to shareholders in terms of total executive compensation; thus, continued monitoring is warranted.							
4	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	For	For	For
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. BACKGROUND INFORMATION Policies: Climate Change/Greenhouse Gas (GHG) Emissions							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		87	87
			06/02/2022	06/02/2022			
			Total Shares:				

10X Genomics, Inc.

Meeting Date: 06/15/2022	Country: USA	Ticker: TXG	Proxy Level: 3
Record Date: 04/22/2022	Meeting Type: Annual	Meeting ID: 1647338	
Primary Security ID: 88025U109	Primary CUSIP: 88025U109	Primary ISIN: US88025U1097	Primary SEDOL: BKS3RS7
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3,068	*Shares on Loan: 0	Shares Instructed: 3,068	Shares Voted: 3,068

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sri Kosaraju	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST director nominees Sridhar (Sri) Kosaraju, Mathai Mammen, and Shehnaaz Suliman is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, 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.							

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10X Genomics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Mathai Mammen	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST director nominees Sridhar (Sri) Kosaraju, Mathai Mammen, and Shehnaaz Suliman is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, 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.							
1c	Elect Director Shehnaaz Suliman	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST director nominees Sridhar (Sri) Kosaraju, Mathai Mammen, and Shehnaaz Suliman is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, 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.							
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 14.61 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		3,068	3,068
			06/02/2022	06/02/2022			

AbCellera Biologics, Inc.

Meeting Date: 06/15/2022	Country: Canada	Ticker: ABCL	Proxy Level: 3
Record Date: 04/18/2022	Meeting Type: Annual	Meeting ID: 1646061	
Primary Security ID: 00288U106	Primary CUSIP: 00288U106	Primary ISIN: CA00288U1066	Primary SEDOL: BL53SR3
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,963	*Shares on Loan: 0	Shares Instructed: 2,963	Shares Voted: 2,963

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carl L. G. Hansen	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The nominee is non-independent and sits on a key committee.A vote AGAINST governance committee members Carl Hansen and Michael Hayden is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board structure, which adversely impacts shareholder rights. There is both gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Michael Hayden	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.A vote AGAINST governance committee members Carl Hansen and Michael Hayden is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board structure, which adversely impacts shareholder rights. There is both gender and racial diversity on the board. There is at least 30 percent diversity.							

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AbCellera Biologics, 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 8.09 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A review of the company's executive pay program does not raise significant concerns at this time. Therefore, a vote FOR this proposal is warranted.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		2,963	2,963
			06/02/2022	06/02/2022			
			Total Shares:				2,963

Biogen Inc.

Meeting Date: 06/15/2022	Country: USA	Ticker: BIIB	Proxy Level: 3
Record Date: 04/21/2022	Meeting Type: Annual	Meeting ID: 1646969	
Primary Security ID: 09062X103	Primary CUSIP: 09062X103	Primary ISIN: US09062X1037	Primary SEDOL: 2455965
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 142	*Shares on Loan: 0	Shares Instructed: 142	Shares Voted: 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
Voting Policy Rationale: The nominee is employed full-time and sits 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 Caroline D. Dorsa	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Maria C. Freire	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director William A. Hawkins	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 William D. 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 Jesus B. Mantas	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Richard C. Mulligan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Stelios Papadopoulos	Mgmt	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 Eric K. Rowinsky	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 Stephen A. Sherwin	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 Michel Vounatsos	Mgmt	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 8.27 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, the compensation committee did not demonstrate sufficient responsiveness to last year's low say-on-pay vote. Although the proxy describes meetings with shareholders, cites their feedback, and made positive changes to the 2022 pay program, the committee did not disclose a robust commitment not to repeat an action that investors found concerning. Separately, shareholders are advised to monitor goal disclosure, which needs improvement.							

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		142	142
			05/30/2022	05/30/2022			
			Total Shares:				

Dick's Sporting Goods, Inc.

Meeting Date: 06/15/2022	Country: USA	Ticker: DKS	Proxy Level: 3
Record Date: 04/18/2022	Meeting Type: Annual	Meeting ID: 1649903	
Primary Security ID: 253393102	Primary CUSIP: 253393102	Primary ISIN: US2533931026	Primary SEDOL: 2969637
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 123	*Shares on Loan: 0	Shares Instructed: 123	Shares Voted: 123

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark J. Barrenechea	Mgmt	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 Emanuel Chirico	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Dick's Sporting Goods, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director William J. Colombo	Mgmt	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 Anne 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 Sandeep Mathrani	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for Sandeep Mathrani 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.							
1f	Elect Director Desiree Ralls-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.							
1g	Elect Director Larry D. Stone	Mgmt	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 concern regarding the use of an annual measurement period for performance shares, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 5.95 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		123	123
			06/02/2022	06/02/2022			
			Total Shares:				

Fidelity National Financial, Inc.

Meeting Date: 06/15/2022	Country: USA	Ticker: FNF	Proxy Level: 3
Record Date: 04/18/2022	Meeting Type: Annual	Meeting ID: 1649660	
Primary Security ID: 31620R303	Primary CUSIP: 31620R303	Primary ISIN: US31620R3030	Primary SEDOL: BNBRRD4
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 573	*Shares on Loan: 0	Shares Instructed: 573	Shares Voted: 573

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Halim Dhanidina	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.2	Elect Director Daniel D. (Ron) Lane	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1.3	Elect Director Cary H. Thompson	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							

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Fidelity National Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.							
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Given that the matching contribution exceeds 25 percent of employees' contributions, this proposal is evaluated as an equity compensation plan. A vote AGAINST this proposal because the shareholder value transfer of 7 percent is greater than the company-specific allowable cap of 5 percent.							
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 3.37 percent of the fees paid to the auditor are for non-audit purposes.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		573	573
			06/05/2022	06/05/2022			
			Total Shares:				573

IAA, Inc.

Meeting Date: 06/15/2022	Country: USA	Ticker: IAA	Proxy Level: 3
Record Date: 04/18/2022	Meeting Type: Annual	Meeting ID: 1648324	
Primary Security ID: 449253103	Primary CUSIP: 449253103	Primary ISIN: US4492531037	Primary SEDOL: BJF8Q81
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3,126	*Shares on Loan: 0	Shares Instructed: 3,126	Shares Voted: 3,126

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian Bales	Mgmt	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 Bill Breslin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Gail Evans	Mgmt	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 Sue Gove	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 Olaf Kastner	Mgmt	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 P. Larson	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,126	3,126
			06/02/2022	06/02/2022			
			Total Shares:				3,126

Rocket Companies, Inc.

Meeting Date: 06/15/2022	Country: USA	Ticker: RKT	Proxy Level: 3
Record Date: 04/18/2022	Meeting Type: Annual	Meeting ID: 1644701	
Primary Security ID: 77311W101	Primary CUSIP: 77311W101	Primary ISIN: US77311W1018	Primary SEDOL: BMD6Y84
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 19,923	*Shares on Loan: 0	Shares Instructed: 19,923	Shares Voted: 19,923

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dan Gilbert	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Gilbert and Nancy Tellem given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the classified board and the pop-up supermajority vote requirements 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.							
1.2	Elect Director Nancy Tellem	Mgmt	Yes	For	Withhold	Withhold	Withhold
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 incumbent director nominees Daniel (Dan) Gilbert and Nancy Tellem given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the classified board and the pop-up supermajority vote requirements 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.							
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	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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Rocket Companies, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		19,923	19,923
			06/02/2022	06/02/2022			
			Total Shares:				19,923

Roper Technologies, Inc.

Meeting Date: 06/15/2022	Country: USA	Ticker: ROP	Proxy Level: 3
Record Date: 04/20/2022	Meeting Type: Annual	Meeting ID: 1647348	
Primary Security ID: 776696106	Primary CUSIP: 776696106	Primary ISIN: US7766961061	Primary SEDOL: 2749602

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 610	*Shares on Loan: 0	Shares Instructed: 610	Shares Voted: 610

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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Amy Woods Brinkley	Mgmt	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 Irene M. Esteves	Mgmt	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 L. Neil Hunn	Mgmt	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 Robert D. 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.						
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Laura G. Thatcher	Mgmt	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 Richard F. Wallman	Mgmt	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 Christopher Wright	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 CEO pay and company 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 19.78 percent of the fees paid to the auditor are for non-audit purposes.						

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Roper Technologies, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		610	610
			06/02/2022	06/02/2022			
			Total Shares:				610

T-Mobile US, Inc.

Meeting Date: 06/15/2022	Country: USA	Ticker: TMUS	Proxy Level: 1
Record Date: 04/18/2022	Meeting Type: Annual	Meeting ID: 1644760	
Primary Security ID: 872590104	Primary CUSIP: 872590104	Primary ISIN: US8725901040	Primary SEDOL: B94Q9V0
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 981	*Shares on Loan: 0	Shares Instructed: 981	Shares Voted: 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
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 non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director Srikant M. Datar	Mgmt	Yes	For	For	Withhold	Withhold
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.							
1.3	Elect Director Bavan M. Holloway	Mgmt	Yes	For	For	Withhold	Withhold
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.							
1.4	Elect Director Timotheus Hottges	Mgmt	Yes	For	Withhold	Withhold	Withhold
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, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Christian P. Illek	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Raphael Kubler	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Thorsten Langheim	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, Marcelo Claude, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claude, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Dominique Leroy	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. 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, Marcelo Claude, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claude, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Letitia A. Long	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>							
1.10	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, Marcelo Claude, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claude, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Teresa A. Taylor	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>							
1.12	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, Marcelo Claude, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claude, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.13	Elect Director Kelvin R. Westbrook	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board is not majority independent. The nominee is employed full-time and sits on 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 proposal to ratify the auditor is warranted.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		942	942
			06/02/2022	06/02/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		39	39
			06/02/2022	06/02/2022			
Total Shares:						981	981

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Meeting Date: 06/16/2022	Country: USA	Ticker: ADSK	Proxy Level: 3
Record Date: 04/19/2022	Meeting Type: Annual	Meeting ID: 1648546	
Primary Security ID: 052769106	Primary CUSIP: 052769106	Primary ISIN: US0527691069	Primary SEDOL: 2065159

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 75	*Shares on Loan: 0	Shares Instructed: 75	Shares Voted: 75

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	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
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 both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director 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 4.44 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 financial metrics. A majority of long-term equity awards are performance-based and measured over multi-year periods.</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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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		75	75
			06/02/2022	06/02/2022			
			Total Shares:				75

Delta Air Lines, Inc.

Meeting Date: 06/16/2022	Country: USA	Ticker: DAL	Proxy Level: 3
Record Date: 04/29/2022	Meeting Type: Annual	Meeting ID: 1647747	
Primary Security ID: 247361702	Primary CUSIP: 247361702	Primary ISIN: US2473617023	Primary SEDOL: B1W9D46
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 1,057	*Shares on Loan: 0	Shares Instructed: 1,057	Shares Voted: 1,057

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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Francis S. Blake	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Ashton B. 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.							
1d	Elect Director Greg Creed	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 David G. DeWalt	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 William H. Easter, 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.							
1g	Elect Director Leslie D. Hale	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Christopher A. Hazleton	Mgmt	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 Michael P. Huerta	Mgmt	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 Jeanne P. Jackson	Mgmt	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 George N. Mattson	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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Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	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>							
1m	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>							
1n	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. Pay and performance are reasonably aligned for the year in review and annual incentives are based on objective metrics. However, the majority of equity awards continue to be time-based. The company adjusted the pay programs considering the continuing impacts of the pandemic but will revert to a more rigorous approach in the 2022 incentive plans.</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 7.23 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this 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.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/03/2022	Auto-Approved 06/03/2022		957	957
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 06/03/2022	Auto-Approved 06/03/2022		100	100
Total Shares:						1,057	1,057

Evercore Inc.

Meeting Date: 06/16/2022	Country: USA	Ticker: EVR	Proxy Level: 3
Record Date: 04/22/2022	Meeting Type: Annual	Meeting ID: 1644984	
Primary Security ID: 29977A105	Primary CUSIP: 29977A105	Primary ISIN: US29977A1051	Primary SEDOL: B1BHXZ2
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100	Shares Voted: 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>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Pamela G. Carlton	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.4	Elect Director Ellen V. Futter	Mgmt	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 Gail B. 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.							
1.6	Elect Director Robert B. Millard	Mgmt	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 Willard J. Overlock, 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.							
1.8	Elect Director Simon M. Robertson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.9	Elect Director John S. Weinberg	Mgmt	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 William J. 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.							
1.11	Elect Director Sarah K. Williamson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There are multiple concerns noted with respect to the executive pay program. While CEO pay and company performance show alignment at this time, these issues should continue to be closely monitored by investors going forward. A vote FOR this proposal is warranted.							
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.							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The equity program is estimated to be excessively dilutive (overriding factor); - 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); and - The plan allows broad discretion to accelerate vesting.							
5	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		100	100
			06/03/2022	06/03/2022			
			Total Shares:				

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Ingersoll Rand Inc.

Meeting Date: 06/16/2022		Country: USA		Ticker: IR		Proxy Level: 1	
Record Date: 04/20/2022		Meeting Type: Annual		Meeting ID: 1647599			
Primary Security ID: 45687V106		Primary CUSIP: 45687V106		Primary ISIN: US45687V1061		Primary SEDOL: BL5GZ82	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 168		*Shares on Loan: 0		Shares Instructed: 168		Shares Voted: 168	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits 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 Elizabeth Centoni	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director William P. Donnelly	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Gary D. Forsee	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 John Humphrey	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 Marc E. 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.							
1g	Elect Director Vicente Reynal	Mgmt	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 Tony L. 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	Against	Against
Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 42.72 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		168	168
			06/02/2022	06/02/2022			
			Total Shares:				168

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Monolithic Power Systems, Inc.

Meeting Date: 06/16/2022	Country: USA	Ticker: MPWR	Proxy Level: 3
Record Date: 04/21/2022	Meeting Type: Annual	Meeting ID: 1648214	
Primary Security ID: 609839105	Primary CUSIP: 609839105	Primary ISIN: US6098391054	Primary SEDOL: B01Z7J1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 301	*Shares on Loan: 0	Shares Instructed: 301	Shares Voted: 301

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Hsing	Mgmt	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 Herbert Chang	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.3	Elect Director Carintia Martinez	Mgmt	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 less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. The performance goal under the annual incentive was set above actual performance in the prior year. Equity awards are entirely performance contingent.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		301	301
			05/30/2022	05/30/2022			
			Total Shares:				

PVH Corp.

Meeting Date: 06/16/2022	Country: USA	Ticker: PVH	Proxy Level: 3
Record Date: 04/22/2022	Meeting Type: Annual	Meeting ID: 1649812	
Primary Security ID: 693656100	Primary CUSIP: 693656100	Primary ISIN: US6936561009	Primary SEDOL: B3V9F12
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 3	*Shares on Loan: 0	Shares Instructed: 3	Shares Voted: 3

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael M. Calbert	Mgmt	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 Brent Callinicos	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director 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.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
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 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.							
1j	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.							
1k	Elect Director Amanda Sourry (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	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; - High CEO pay relative to company performance compared to the company's peers.							
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 23.81 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3	3
			06/06/2022	06/06/2022			
			Total Shares:				

Meeting Date: 06/16/2022	Country: USA	Ticker: VRM	Proxy Level: 1
Record Date: 04/21/2022	Meeting Type: Annual	Meeting ID: 1647578	
Primary Security ID: 92918V109	Primary CUSIP: 92918V109	Primary ISIN: US92918V1098	Primary SEDOL: BMFZYY5

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Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 3,161		*Shares on Loan: 0		Shares Instructed: 3,161		Shares Voted: 3,161	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Mylod, 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.							
1.2	Elect Director Michael J. Farello	Mgmt	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 Paul J. Hennessy - Withdrawn	Mgmt	No				
1.4	Elect Director Laura W. Lang	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.5	Elect Director Laura G. O'Shaughnessy	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent governance committee members Laura O Shaughnessy, Paula Pretlow, and Frederick Terrell given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to amend the governing documents, which adversely impacts shareholder rights.A vote FOR compensation committee members Robert (Bob) Mylod Jr., Michael Farello, and Laura Lang is warranted, with caution. The bulk of the increase in total CEO pay can be attributed to the modification value of prior performance shares, which was previously disclosed to shareholders. While pay-for-performance concerns are sufficiently mitigated, shareholders would benefit from disclosure of the pre-set goals used to determine the annual incentive and for the annual performance share grant.There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.6	Elect Director Paula B. Pretlow	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent governance committee members Laura O Shaughnessy, Paula Pretlow, and Frederick Terrell given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to amend the governing documents, which adversely impacts shareholder rights.A vote FOR compensation committee members Robert (Bob) Mylod Jr., Michael Farello, and Laura Lang is warranted, with caution. The bulk of the increase in total CEO pay can be attributed to the modification value of prior performance shares, which was previously disclosed to shareholders. While pay-for-performance concerns are sufficiently mitigated, shareholders would benefit from disclosure of the pre-set goals used to determine the annual incentive and for the annual performance share grant.There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.7	Elect Director Frederick O. Terrell	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.WITHHOLD votes are warranted for incumbent governance committee members Laura O Shaughnessy, Paula Pretlow, and Frederick Terrell given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to amend the governing documents, which adversely impacts shareholder rights.A vote FOR compensation committee members Robert (Bob) Mylod Jr., Michael Farello, and Laura Lang is warranted, with caution. The bulk of the increase in total CEO pay can be attributed to the modification value of prior performance shares, which was previously disclosed to shareholders. While pay-for-performance concerns are sufficiently mitigated, shareholders would benefit from disclosure of the pre-set goals used to determine the annual incentive and for the annual performance share grant.There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Elect Director Thomas H. Shortt	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		3,161	3,161
			06/06/2022	06/06/2022			

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W. P. Carey Inc.

Meeting Date: 06/16/2022	Country: USA	Ticker: WPC	Proxy Level: 3
Record Date: 03/21/2022	Meeting Type: Annual	Meeting ID: 1627168	
Primary Security ID: 92936U109	Primary CUSIP: 92936U109	Primary ISIN: US92936U1097	Primary SEDOL: B826YT8

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 282	*Shares on Loan: 0	Shares Instructed: 282	Shares Voted: 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
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1b	Elect Director Constantin H. Beier	Mgmt	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 Tonit M. Calaway	Mgmt	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 Peter J. 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.						
1e	Elect Director Robert J. Flanagan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1f	Elect Director Jason E. Fox	Mgmt	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 Jean Hoysradt	Mgmt	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 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.						
1i	Elect Director Christopher J. Niehaus	Mgmt	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 Nick J.M. van Ommen	Mgmt	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 financial performance, and long-term incentives are half 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 4.97 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted

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

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		282	282
			06/05/2022	06/05/2022			
			Total Shares:				

NanoString Technologies, Inc.

Meeting Date: 06/17/2022	Country: USA	Ticker: NSTG	Proxy Level: 3
Record Date: 04/21/2022	Meeting Type: Annual	Meeting ID: 1647480	
Primary Security ID: 63009R109	Primary CUSIP: 63009R109	Primary ISIN: US63009R1095	Primary SEDOL: BBL59X6
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,226	*Shares on Loan: 0	Shares Instructed: 2,226	Shares Voted: 2,226

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dana Rollison	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1.2	Elect Director William D. Young	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following adjustments made last year to the FY19 equity grants, the committee then also adjusted goals for the FY20-21 grants. While the changes to goals for the FY19 awards cited both the COVID-19 pandemic and a corporate transaction, adjustments made in FY21 were only pandemic-related. Investors may question the decision to make consecutive adjustments to long-term incentive awards, particularly as those adjustments have contributed to a pay-for-performance misalignment for the year in review.							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan cost is excessive;- The plan permits liberal recycling of shares; and- The plan allows broad discretion to accelerate vesting.							
5	Declassify the Board of Directors	SH	Yes	None	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		2,226	2,226
			06/03/2022	06/03/2022			
			Total Shares:				

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

Smartsheet Inc.

Meeting Date: 06/17/2022	Country: USA	Ticker: SMAR	Proxy Level: 3
Record Date: 04/20/2022	Meeting Type: Annual	Meeting ID: 1648549	
Primary Security ID: 83200N103	Primary CUSIP: 83200N103	Primary ISIN: US83200N1037	Primary SEDOL: BFNZD98
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 2,659	*Shares on Loan: 0	Shares Instructed: 2,659	Shares Voted: 2,659

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elena Gomez	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Mark Mader, Elena Gomez, and Magdalena Yesil 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							
1.2	Elect Director Mark P. Mader	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Mark Mader, Elena Gomez, and Magdalena Yesil 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							
1.3	Elect Director Magdalena Yesil	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent director nominees Mark Mader, Elena Gomez, and Magdalena Yesil 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							
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 19.36 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: While the STI pool was funded based on objective metrics, the proxy could improve disclosure around the factors that determine individual NEO award allocations. Larger concerns are raised regarding the company's equity award practices. Specifically, the CEO's LTI value was relatively large, even after accounting for the impact of a change in grant timing, and the entirety of long-term incentives lacked performance vesting criteria. In light of these concerns, a vote AGAINST this proposal is warranted.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		2,659	2,659
			06/05/2022	06/05/2022			
			Total Shares:				2,659

Activision Blizzard, Inc.

Meeting Date: 06/21/2022	Country: USA	Ticker: ATVI	Proxy Level: 3
Record Date: 04/22/2022	Meeting Type: Annual	Meeting ID: 1647569	
Primary Security ID: 00507V109	Primary CUSIP: 00507V109	Primary ISIN: US00507V1098	Primary SEDOL: 2575818

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

Total Ballots: 2		Voting Policy: UUA					
Votable Shares: 892		*Shares on Loan: 0		Shares Instructed: 892		Shares Voted: 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	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Kerry 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>						
1c	Elect Director Robert Corti	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 Brian 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>						
1e	Elect Director Robert 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>						
1f	Elect Director Lulu Meservey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Barry Meyer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Robert Morgado	Mgmt	Yes	For	For	For	For
	<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 Nolan	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 Dawn Ostroff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at 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 committee was sufficiently responsive to last year's low say-on-pay vote result. CEO Kotick's total compensation was significantly reduced, as he did not receive a bonus nor stock award for the year. The proxy also notes his pay will not increase until the company has made "appropriate progress" toward the achievement of certain gender-related transformational goals. However, continued monitoring is warranted of pay levels and structures, given the subjective nature of the transformational goals as well as the expected Microsoft merger.</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 29.36 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						
4	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, as many of the company's governance practices are deemed best practice and the company has formed a Workplace Responsibility Committee to specifically oversee the company's management and mitigation of workplace related issues and risks.</i>						

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Activision Blizzard, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Efforts Prevent Abuse, Harassment, and Discrimination	SH	Yes	Against	For	For	For
<div>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure due to the ongoing scrutiny over the company's sexual harassment and discrimination issues involving protected classes of employees. Increased transparency would help shareholders to fully assess how the company is managing associated risks.</div>							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		840	840
			06/10/2022	06/10/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		52	52
			06/10/2022	06/10/2022			
Total Shares:						892	892

MetLife, Inc.

Meeting Date: 06/21/2022		Country: USA		Ticker: MET		Proxy Level: 3	
Record Date: 04/22/2022		Meeting Type: Annual		Meeting ID: 1646942			
Primary Security ID: 59156R108		Primary CUSIP: 59156R108		Primary ISIN: US59156R1086		Primary SEDOL: 2573209	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 1,203		*Shares on Loan: 0		Shares Instructed: 1,203		Shares Voted: 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
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Carlos M. Gutierrez	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 Carla A. Harris	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Gerald L. Hassell	Mgmt	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 L. Herzog	Mgmt	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 R. Glenn Hubbard	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 Edward J. Kelly, 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.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director William E. Kennard	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1i	Elect Director Michel A. Khalaf	Mgmt	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 Catherine R. Kinney	Mgmt	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 Diana L. McKenzie	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1l	Elect Director 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.							
1m	Elect Director Mark A. Weinberger	Mgmt	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 7.42 percent of the fees paid to the auditor are for non-audit purposes.							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives were based on pre-set financial goals and individual performance assessments. A majority of long-term incentives took the form of performance shares utilizing a multi-year performance period.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,203	1,203
			06/08/2022	06/08/2022			
			Total Shares:				1,203

Meeting Date: 06/21/2022	Country: USA	Ticker: OKTA	Proxy Level: 3
Record Date: 04/25/2022	Meeting Type: Annual	Meeting ID: 1650647	
Primary Security ID: 679295105	Primary CUSIP: 679295105	Primary ISIN: US6792951054	Primary SEDOL: BDFZSP1
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 20	*Shares on Loan: 0	Shares Instructed: 20	Shares Voted: 20

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

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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.WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger 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.WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director J. Frederic Kerrest	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger 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.WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Rebecca Saeger	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger 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.WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. 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 only 2.00 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The CEO and other NEOs received significant equity awards, all of which were entirely time-based. Shareholders generally expect that a significant portion of equity awards be subject to rigorous performance criteria.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		20	20
			06/10/2022	06/10/2022			
			Total Shares:				

AdaptHealth Corp.

Meeting Date: 06/22/2022		Country: USA		Ticker: AHCO		Proxy Level: 3	
Record Date: 04/26/2022		Meeting Type: Annual		Meeting ID: 1648020			
Primary Security ID: 00653Q102		Primary CUSIP: 00653Q102		Primary ISIN: US00653Q1022		Primary SEDOL: BKDRF35	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 4,626		*Shares on Loan: 0		Shares Instructed: 4,626		Shares Voted: 4,626	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brad Coppens	Mgmt	Yes	For	Withhold	Withhold	Withhold

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AdaptHealth Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent audit committee member Dale Wolf given the persistent nature of material weaknesses in the company's internal controls over multiple years. WITHHOLD votes are warranted for incumbent governance committee members Bradley (Brad) Coppens and Susan Weaver given the board's failure to remove, or subject to a sunset requirement, the classified board structure 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 Susan Weaver	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent audit committee member Dale Wolf given the persistent nature of material weaknesses in the company's internal controls over multiple years. WITHHOLD votes are warranted for incumbent governance committee members Bradley (Brad) Coppens and Susan Weaver given the board's failure to remove, or subject to a sunset requirement, the classified board structure 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 Dale Wolf	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent audit committee member Dale Wolf given the persistent nature of material weaknesses in the company's internal controls over multiple years. WITHHOLD votes are warranted for incumbent governance committee members Bradley (Brad) Coppens and Susan Weaver given the board's failure to remove, or subject to a sunset requirement, the classified board structure 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 only 3.93 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: 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	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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		4,626	4,626
			06/08/2022	06/08/2022			
							Total Shares:

BridgeBio Pharma, Inc.

Meeting Date: 06/22/2022		Country: USA		Ticker: BBIO		Proxy Level: 3	
Record Date: 04/25/2022		Meeting Type: Annual		Meeting ID: 1647405			
Primary Security ID: 10806X102		Primary CUSIP: 10806X102		Primary ISIN: US10806X1028		Primary SEDOL: BK1KWG8	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 3,032		*Shares on Loan: 0		Shares Instructed: 3,032		Shares Voted: 3,032	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Kumar	Mgmt	Yes	For	Withhold	Withhold	Withhold

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BridgeBio Pharma, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Neil Kumar, Charles Homcy, Ronald Daniels, and Andrew Lo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.A vote FOR the remaining director nominee, Douglas Dachille, is warranted.There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Charles Homcy	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Neil Kumar, Charles Homcy, Ronald Daniels, and Andrew Lo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.A vote FOR the remaining director nominee, Douglas Dachille, is warranted.There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Douglas A. Dachille	Mgmt	Yes	For	For	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 J. Daniels	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Neil Kumar, Charles Homcy, Ronald Daniels, and Andrew Lo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.A vote FOR the remaining director nominee, Douglas Dachille, is warranted.There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Andrew W. Lo	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 Neil Kumar, Charles Homcy, Ronald Daniels, and Andrew Lo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.A vote FOR the remaining director nominee, Douglas Dachille, is warranted.There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the board exercised its discretion to cancel the CEO's annual incentive award, there remains concerns regarding the lack of disclosure regarding the performance targets, per-metric weightings, and achieved results under the annual incentive plan. Additionally, though executives received FY22 equity in December 2021 in addition to their annual equity grants in February 2021, the value of both grants was relatively large, and executives will also be entitled to an additional retention grant in FY22.</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 13.78 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		3,032	3,032
			06/10/2022	06/10/2022			
			Total Shares:				3,032

Twilio Inc.

Meeting Date: 06/22/2022	Country: USA	Ticker: TWLO	Proxy Level: 3
Record Date: 04/25/2022	Meeting Type: Annual	Meeting ID: 1649493	
Primary Security ID: 90138F102	Primary CUSIP: 90138F102	Primary ISIN: US90138F1021	Primary SEDOL: BD6P5Q0

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 2,497		*Shares on Loan: 0		Shares Instructed: 2,497		Shares Voted: 2,497	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Donna L. Dubinsky	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Donna Dubinsky and Deval Patrick 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 Deval Patrick	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for director nominees Donna Dubinsky and Deval Patrick 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.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.							
3	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 and 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		2,497	2,497
			06/10/2022	06/10/2022			

DoorDash, Inc.

Meeting Date: 06/23/2022		Country: USA		Ticker: DASH		Proxy Level: 3	
Record Date: 04/26/2022		Meeting Type: Annual		Meeting ID: 1647999			
Primary Security ID: 25809K105		Primary CUSIP: 25809K105		Primary ISIN: US25809K1051		Primary SEDOL: BN13P03	
Total Ballots: 2		Voting Policy: UUA					
Votable Shares: 3,010		*Shares on Loan: 0		Shares Instructed: 3,010		Shares Voted: 3,010	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director 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.A vote AGAINST incumbent directors Andy Fang and L. John Doerr is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, which adversely impacts shareholder rights.A vote AGAINST governance committee member L. John Doerr is further warranted given the board's failure to remove, or subject to a sunset requirement, the classified board, 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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Andy Fang	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST incumbent directors Andy Fang and L. John Doerr is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, which adversely impacts shareholder rights.A vote AGAINST governance committee member L. John Doerr is further warranted given the board's failure to remove, or subject to a sunset requirement, the classified board, which adversely impacts shareholder rights.There is both 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 7.68 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		211	211
			06/08/2022	06/08/2022			
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		2,799	2,799
			06/08/2022	06/08/2022			
Total Shares:						3,010	3,010

IAC/InterActiveCorp

Meeting Date: 06/23/2022	Country: USA	Ticker: IAC	Proxy Level: 3
Record Date: 04/27/2022	Meeting Type: Annual	Meeting ID: 1647593	
Primary Security ID: 44891N208	Primary CUSIP: 44891N208	Primary ISIN: US44891N2080	Primary SEDOL: BNDYF48
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 122	*Shares on Loan: 0	Shares Instructed: 122	Shares Voted: 122

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chelsea Clinton	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.							
1b	Elect Director Barry Diller	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.							
1c	Elect Director Michael D. Eisner	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1d	Elect Director Bonnie S. Hammer	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1e	Elect Director Victor A. Kaufman	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Joseph Levin	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1g	Elect Director Bryan Lourd	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1h	Elect Director Westley Moore	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1i	Elect Director David Rosenblatt	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.							
1j	Elect Director Alan G. Spoon	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1k	Elect Director Alexander von Furstenberg	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse.							
1l	Elect Director Richard F. Zannino	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.							
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. Following last year's low say-on-pay vote result, the company engaged with shareholders and disclosed the feedback it received, although shareholder feedback was only disclosed in broad terms. In response, the company defended its mega-grant to the CEO and stated that it did not grant him any equity awards in FY2021. However, the company did not provide new arguments to support the CEO's mega-grant and has not made a specific commitment not to grant additional equity to the CEO for a set number of years. As such, the compensation committee demonstrated insufficient responsiveness to a certain degree.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		122	122
			06/10/2022	06/10/2022			
					Total Shares:	122	122

Marvell Technology, Inc.

Meeting Date: 06/23/2022	Country: USA	Ticker: MRVL	Proxy Level: 3
Record Date: 04/28/2022	Meeting Type: Annual	Meeting ID: 1649801	
Primary Security ID: 573874104	Primary CUSIP: 573874104	Primary ISIN: US5738741041	Primary SEDOL: BNKJSM5

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

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 813		*Shares on Loan: 0		Shares Instructed: 813		Shares Voted: 813	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sara Andrews	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1b	Elect Director W. Tudor Brown	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1c	Elect Director Brad W. Buss	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1d	Elect Director Edward H. Frank	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.The nominee is employed full-time and sits on boards at more than 2 public companies.						
1e	Elect Director Richard S. Hill	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1f	Elect Director Marachel L. Knight	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1g	Elect Director Matthew J. Murphy	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1h	Elect Director Michael G. Strachan	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1i	Elect Director Robert E. Switz	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
1j	Elect Director Ford Tamer	Mgmt	Yes	For	For	Against	Against
	Voting Policy Rationale: Less than 30% of the board is diverse.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed plan amendments do not raise significant concerns.						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted because only 16.47 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		813	813
			06/08/2022	06/08/2022			
Total Shares:						813	813

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nCino, Inc.

Meeting Date: 06/23/2022	Country: USA	Ticker: NCNO	Proxy Level: 3
Record Date: 04/28/2022	Meeting Type: Annual	Meeting ID: 1651092	
Primary Security ID: 63947X101	Primary CUSIP: 63947X101	Primary ISIN: US63947X1019	Primary SEDOL: BMC8TD1

	Total Ballots: 1	Voting Policy: UUA	
Votable Shares: 441	*Shares on Loan: 0	Shares Instructed: 441	Shares Voted: 441

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven Collins	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 incumbent director nominees Steven Collins and Spencer Lake 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 Spencer Lake	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director.Less than 30% of the board is diverse.The nominee is non-independent and sits on a key committee.WITHHOLD votes are warranted for incumbent director nominees Steven Collins and Spencer Lake 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.							
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 3.92 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.							
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	Require a Majority Vote for the Election of Directors	SH	Yes	None	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		441	441
			06/10/2022	06/10/2022			
			Total Shares:				441

Royalty Pharma Plc

Meeting Date: 06/23/2022	Country: United Kingdom	Ticker: RPRX	Proxy Level: N/A
Record Date: 04/12/2022	Meeting Type: Annual	Meeting ID: 1646156	
Primary Security ID: G7709Q104	Primary CUSIP: G7709Q104	Primary ISIN: GB00BMVP7Y09	Primary SEDOL: BMVP7Y0

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

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,780

*Shares on Loan: 0

Shares Instructed: 1,780

Shares Voted: 1,780

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pablo Legorreta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Henry Fernandez	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Audit Committee members Henry Fernandez, Catherine (Cathy) Engelbert, and Gregory Norden is warranted given concerns about the risk oversight function of the board, in light of the pledging of a significant amount of the company's common stock, and partnership interests convertible into common stock, by directors and executive officers. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Bonnie Bassler	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Errol De Souza	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Catherine Engelbert	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Audit Committee members Henry Fernandez, Catherine (Cathy) Engelbert, and Gregory Norden is warranted given concerns about the risk oversight function of the board, in light of the pledging of a significant amount of the company's common stock, and partnership interests convertible into common stock, by directors and executive officers. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director M. Germano Giuliani	Mgmt	Yes	For	For	For	For
<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 Hodgson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Ted Love	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 Gregory Norden	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Audit Committee members Henry Fernandez, Catherine (Cathy) Engelbert, and Gregory Norden is warranted given concerns about the risk oversight function of the board, in light of the pledging of a significant amount of the company's common stock, and partnership interests convertible into common stock, by directors and executive officers. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Rory Riggs	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on 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 is externally managed and has provided sufficient information regarding compensation arrangements between the NEOs and the external manager. The company discloses the total pay that each NEO received from the manager, the breakdown of fixed and variable pay, and discloses that the manager uses discretion to determine the value of variable pay.</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 15.27 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For

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Royalty Pharma Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
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 recommendation on the U.S. Accordingly, a vote FOR this proposal is warranted.							
6	Ratify Ernst & Young as U.K. Statutory Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 15.27 percent of the fees paid to the auditor are for non-audit purposes.							
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
8	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,780	1,780
			06/10/2022	06/10/2022			
			Total Shares:				1,780

Shockwave Medical, Inc.

Meeting Date: 06/23/2022	Country: USA	Ticker: SWAV	Proxy Level: 3
Record Date: 04/25/2022	Meeting Type: Annual	Meeting ID: 1647483	
Primary Security ID: 82489T104	Primary CUSIP: 82489T104	Primary ISIN: US82489T1043	Primary SEDOL: BHLNZ89
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 520	*Shares on Loan: 0	Shares Instructed: 520	Shares Voted: 520

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Doug Godshall	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Douglas (Doug) Godshall, Frederic (Fred) Moll, and F. Thomas (Jay) Watkins 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.							
1.2	Elect Director F.T. "Jay" Watkins	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Douglas (Doug) Godshall, Frederic (Fred) Moll, and F. Thomas (Jay) Watkins 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.							
1.3	Elect Director Frederic Moll	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent director nominees Douglas (Doug) Godshall, Frederic (Fred) Moll, and F. Thomas (Jay) Watkins 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.							

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Shockwave Medical, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.57 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 given that the company demonstrated sufficient responsiveness to last year's low say-on-pay vote. In addition, pay and performance are reasonably aligned at this time.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		520	520
			06/08/2022	06/08/2022			
Total Shares:						520	520

The Kroger Co.

Meeting Date: 06/23/2022		Country: USA		Ticker: KR		Proxy Level: 3	
Record Date: 04/25/2022		Meeting Type: Annual		Meeting ID: 1648271			
Primary Security ID: 501044101		Primary CUSIP: 501044101		Primary ISIN: US5010441013		Primary SEDOL: 2497406	
		Total Ballots: 2		Voting Policy: UUA			
Votable Shares: 1,269		*Shares on Loan: 0		Shares Instructed: 1,269		Shares Voted: 1,269	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nora A. Aufreiter	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.2	Elect Director Kevin 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.						
1.3	Elect Director Elaine L. Chao	Mgmt	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 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.						
1.5	Elect Director Karen M. Hoguet	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.6	Elect Director W. Rodney McMullen	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.7	Elect Director Clyde R. Moore	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						
1.8	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	For	For
	Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	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>							
1.10	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>							
1.11	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 as pay and performance are reasonably aligned for the year in review. Annual incentives are tied to pre-set financial metrics and half of equity awards are performance based and utilize a multi-year performance period.</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	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 Efforts to Reduce Plastic Use	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>							
6	Report on Human Rights and Protection of Farmworkers	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding policies the company has implemented to address human rights impacts and protection of farmworkers in its supply chain would allow shareholders to better gauge how well Kroger is managing human rights related risks.</i>							
7	Report on Efforts to Eliminate HFCs in Refrigeration and Reduce GHG Emissions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as investors would benefit from greater disclosure around the management of HFC emissions, especially in light of regulatory and competitive pressure.</i>							
8	Report on Risks to Business Due to Increased Labor Market Pressure	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional reporting and information regarding the company's potential exposure to risks related to increased labor market pressure would be beneficial to shareholders.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		1,169	1,169
			06/10/2022	06/10/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		100	100
			06/10/2022	06/10/2022			
Total Shares:						1,269	1,269

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Ultragenyx Pharmaceutical Inc.

Meeting Date: 06/24/2022	Country: USA	Ticker: RARE	Proxy Level: 3
Record Date: 04/26/2022	Meeting Type: Annual	Meeting ID: 1646158	
Primary Security ID: 90400D108	Primary CUSIP: 90400D108	Primary ISIN: US90400D1081	Primary SEDOL: BJ62Z18
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 789	*Shares on Loan: 0	Shares Instructed: 789	Shares Voted: 789

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lars Ekman	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 30 percent diversity.							
1b	Elect Director Matthew K. Fust	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is both gender and racial diversity on the board. There is at least 30 percent diversity.							
1c	Elect Director Amrit Ray	Mgmt	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 3.59 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.							
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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		789	789
			06/10/2022	06/10/2022			
			Total Shares:				

Dell Technologies Inc.

Meeting Date: 06/27/2022	Country: USA	Ticker: DELL	Proxy Level: 3
Record Date: 04/28/2022	Meeting Type: Annual	Meeting ID: 1653175	
Primary Security ID: 24703L202	Primary CUSIP: 24703L202	Primary ISIN: US24703L2025	Primary SEDOL: BHKD3S6
Total Ballots: 2		Voting Policy: UUA	
Votable Shares: 233	*Shares on Loan: 0	Shares Instructed: 233	Shares Voted: 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

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	<p><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. WITHHOLD votes are warranted for Egon Durban for: (i) for serving as a director on more than five public company boards; and (ii) 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. 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. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>						
1.2	Elect Director David W. Dorman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: 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. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>						
1.3	Elect Director Egon Durban	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><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. The nominee attended less than 75% of the board and committee meetings. WITHHOLD votes are warranted for Egon Durban for: (i) for serving as a director on more than five public company boards; and (ii) 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. 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. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>						
1.4	Elect Director David Grain	Mgmt	Yes	For	For	Withhold	Withhold
	<p><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></p>						
1.5	Elect Director William D. Green	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: 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. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>						
1.6	Elect Director Simon Patterson	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: 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. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>						
1.7	Elect Director Lynn Vojvodich Radakovich	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. 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. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>						
1.8	Elect Director Ellen J. Kullman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. 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. There is both gender and racial diversity on the board. There is at least 30 percent diversity.</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 4.46 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	Against	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. An NEO received a relatively large sign-on bonus and an equity grant that lacked any performance conditions in connection with his hiring. These concerns are amplified given the magnitude of the NEO's equity award value. Moreover, concerns are noted with other aspects of the pay program, including the uncapped bonus opportunity, a significant individual performance modifier, and half of PSUs being subject to annual performance goals.</i></p>						

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Dell Technologies Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The benefits of an exclusive federal forum provision for claims arising under federal securities law are considered to outweigh the drawbacks. Moreover, the elimination of the authorized Class V common stock and related provisions in the company's charter do not materially impact shareholder rights.							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		127	127
			06/14/2022	06/14/2022			
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved		106	106
			06/14/2022	06/14/2022			
Total Shares:						233	233

United Therapeutics Corporation

Meeting Date: 06/27/2022		Country: USA		Ticker: UTHR		Proxy Level: 3	
Record Date: 04/28/2022		Meeting Type: Annual		Meeting ID: 1646672			
Primary Security ID: 91307C102		Primary CUSIP: 91307C102		Primary ISIN: US91307C1027		Primary SEDOL: 2430412	
		Total Ballots: 1		Voting Policy: UUA			
Votable Shares: 31		*Shares on Loan: 0		Shares Instructed: 31		Shares Voted: 31	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher Causey	Mgmt	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 Richard Giltner	Mgmt	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 Katherine Klein	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1d	Elect Director Ray Kurzweil	Mgmt	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 Linda Maxwell	Mgmt	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 Nilda Mesa	Mgmt	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 Judy Olian	Mgmt	Yes	For	For	Against	Against
Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1h	Elect Director Martine Rothblatt	Mgmt	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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United Therapeutics Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Louis Sullivan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Although the CEO's base salary remains relatively high, annual incentives were based on objective financial and operational goals, with financial targets that appear rigorous. In addition, in accordance with its stated commitment and in response to shareholder feedback, the committee did not grant equity awards to the NEOs in FY21.							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted because only 1.68 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	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		31	31
			06/13/2022	06/13/2022			
			Total Shares:				31

Whiting Petroleum Corporation

Meeting Date: 06/28/2022	Country: USA	Ticker: WLL	Proxy Level: 5
Record Date: 05/18/2022	Meeting Type: Special	Meeting ID: 1655649	
Primary Security ID: 966387508	Primary CUSIP: 966387508	Primary ISIN: US9663875089	Primary SEDOL: BKPM646
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 4	*Shares on Loan: 0	Shares Instructed: 4	Shares Voted: 4

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Although a portion of time-vesting equity awards held by the CEO and one NEO will accelerate vesting, all other outstanding equity is double trigger. Further, cash severance is double trigger and reasonably based, with no excise tax gross ups payable.							
3.1	Elect Director Janet L. Carrig	Mgmt	Yes	For	Withhold	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director.							
3.2	Elect Director Susan M. Cunningham	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director.							
3.3	Elect Director Paul J. Korus	Mgmt	Yes	For	For	Withhold	Withhold
Voting Policy Rationale: The board does not include at least one minority director.							

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Whiting Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3.4	Elect Director Kevin S. McCarthy	Mgmt	Yes	For	For	Withhold	Withhold
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.							
3.5	Elect Director Lynn A. Peterson	Mgmt	Yes	For	For	Withhold	Withhold
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.							
3.6	Elect Director Daniel J. Rice, IV	Mgmt	Yes	For	For	Withhold	Withhold
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.							
3.7	Elect Director Anne Taylor	Mgmt	Yes	For	For	Withhold	Withhold
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.							
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 given that the company demonstrated sufficient responsiveness to last year's low say-on-pay vote. In addition, pay and performance are reasonably aligned at this time.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		4	4
			06/21/2022	06/21/2022			
			Total Shares:				4

Dollar Tree, Inc.

Meeting Date: 06/30/2022	Country: USA	Ticker: DLTR	Proxy Level: 3
Record Date: 04/29/2022	Meeting Type: Annual	Meeting ID: 1653509	
Primary Security ID: 256746108	Primary CUSIP: 256746108	Primary ISIN: US2567461080	Primary SEDOL: 2272476
Total Ballots: 1		Voting Policy: UUA	
Votable Shares: 202	*Shares on Loan: 0	Shares Instructed: 202	Shares Voted: 202

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	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.							
1b	Elect Director Richard W. Dreiling	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 Cheryl W. Grise	Mgmt	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 Daniel J. Heinrich	Mgmt	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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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Paul C. Hilal	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 Edward J. Kelly, 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.							
1g	Elect Director Mary A. Laschinger	Mgmt	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 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.							
1i	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.							
1j	Elect Director Bertram L. Scott	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.							
1k	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.							
1l	Elect Director Michael A. Witynski	Mgmt	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. Annual and long-term incentives are both entirely based on pre-set financial metrics.							
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.							
4	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. As the company does not currently provide shareholders with the ability to call special meetings, this would represent an enhancement to shareholders' rights.							
5	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to 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.							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		202	202
			06/13/2022	06/13/2022			
			Total Shares:				202

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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

ESG Pillar: All Pillars

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 Category: All Categories

Proposal Proponents: All Proponents

Proposal Subcategory: All Subcategories

Rationale: All Rationale

Recommendations: All Recommendations

Record Date Markets: All Markets

Reregistration Meetings: Include Reregistration Meetings

Shareblocking Markets: All Markets

Significant Vote: None

Sort Order: Meeting Date, Company Name

Vote Instructions: All Instructions

Voting Policies: All Policies

Zero (0) Share Ballots: Exclude 0 Share Ballots

Account Watchlist: None

Country Watchlist: None

Issuer Watchlist: None

Proposal Code Watchlist: None

Proposal Code Watchlist - Agenda Output: Include Exact Matches Only

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