

===== MainStay VP Epoch U.S. Equity Yield Portfolio =====

3M COMPANY

Ticker: MMM Security ID: 88579Y101
 Meeting Date: MAY 14, 2019 Meeting Type: Annual
 Record Date: MAR 19, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Thomas "Tony" K. Brown	For	For	Management
1b	Elect Director Pamela J. Craig	For	For	Management
1c	Elect Director David B. Dillon	For	For	Management
1d	Elect Director Michael L. Eskew	For	For	Management
1e	Elect Director Herbert L. Henkel	For	For	Management
1f	Elect Director Amy E. Hood	For	For	Management
1g	Elect Director Muhtar Kent	For	For	Management
1h	Elect Director Edward M. Liddy	For	For	Management
1i	Elect Director Dambisa F. Moyo	For	For	Management
1j	Elect Director Gregory R. Page	For	For	Management
1k	Elect Director Michael F. Roman	For	For	Management
1l	Elect Director Patricia A. Woertz	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Consider Pay Disparity Between Executives and Other Employees	Against	Against	Shareholder

 ABBVIE INC.

Ticker: ABBV Security ID: 00287Y109
 Meeting Date: MAY 03, 2019 Meeting Type: Annual
 Record Date: MAR 08, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director William H.L. Burnside	For	For	Management
1.2	Elect Director Brett J. Hart	For	For	Management
1.3	Elect Director Edward J. Rapp	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Eliminate Supermajority Vote Requirement for Amendments to the By-Law and Certificate of Incorporation	For	For	Management
5	Report on Lobbying Payments and Policy	Against	For	Shareholder
6	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	Against	For	Shareholder
7	Require Independent Board Chairman	Against	Against	Shareholder

ALLIANT ENERGY CORP.

Ticker: LNT Security ID: 018802108
Meeting Date: MAY 16, 2019 Meeting Type: Annual
Record Date: MAR 22, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Roger K. Newport	For	For	Management
1.2	Elect Director Jillian C. Evanko	For	For	Management
1.3	Elect Director John O. Larsen	For	For	Management
1.4	Elect Director Thomas F. O'Toole	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
4	Report on Political Contributions	Against	For	Shareholder

ALLIANZ SE

Ticker: ALV Security ID: 018805101
Meeting Date: MAY 08, 2019 Meeting Type: Annual
Record Date: APR 03, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Receive Financial Statements and Statutory Reports for Fiscal 2018 (Non-Voting)	None	None	Management
2	Approve Allocation of Income and Dividends of EUR 9.00 per Share	For	For	Management
3	Approve Discharge of Management Board for Fiscal 2018	For	For	Management
4	Approve Discharge of Supervisory Board for Fiscal 2018	For	For	Management
5	Approve Remuneration System for Management Board Members	For	For	Management
6	Approve Affiliation Agreement with AllSecur Deutschland AG	For	For	Management
A	Counter Motion A	Against	Against	Shareholder
B	Counter Motion B	Against	Against	Shareholder
C	Counter Motion C	Against	Against	Shareholder
D	Counter Motion D	Against	Against	Shareholder
E	Counter Motion E	Against	Against	Shareholder
F	Counter Motion F	Against	Against	Shareholder
G	Counter Motion G	Against	Against	Shareholder
H	Counter Motion H	Against	Against	Shareholder

ALTRIA GROUP, INC.

Ticker: MO Security ID: 02209S103
Meeting Date: MAY 16, 2019 Meeting Type: Annual
Record Date: MAR 25, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director John T. Casteen, III	For	For	Management
1.2	Elect Director Dinyar S. Devitre	For	For	Management
1.3	Elect Director Thomas F. Farrell, II	For	For	Management
1.4	Elect Director Debra J. Kelly-Ennis	For	For	Management
1.5	Elect Director W. Leo Kiely, III	For	For	Management
1.6	Elect Director Kathryn B. McQuade	For	For	Management
1.7	Elect Director George Munoz	For	For	Management
1.8	Elect Director Mark E. Newman	For	For	Management
1.9	Elect Director Nabil Y. Sakkab	For	For	Management
1.10	Elect Director Virginia E. Shanks	For	For	Management
1.11	Elect Director Howard A. Willard, III	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Reduce Nicotine Levels in Tobacco Products	Against	Against	Shareholder
5	Report on Lobbying Payments and Policy	Against	For	Shareholder

AMEREN CORPORATION

Ticker: AEE Security ID: 023608102
Meeting Date: MAY 02, 2019 Meeting Type: Annual
Record Date: MAR 04, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Warner L. Baxter	For	For	Management
1b	Elect Director Catherine S. Brune	For	For	Management
1c	Elect Director J. Edward Coleman	For	For	Management
1d	Elect Director Ward H. Dickson	For	For	Management
1e	Elect Director Noelle K. Eder	For	For	Management
1f	Elect Director Ellen M. Fitzsimmons	For	For	Management
1g	Elect Director Rafael Flores	For	For	Management
1h	Elect Director Richard J. Harshman	For	For	Management
1i	Elect Director Craig S. Ivey	For	For	Management
1j	Elect Director James C. Johnson	For	For	Management
1k	Elect Director Steven H. Lipstein	For	For	Management
1l	Elect Director Stephen R. Wilson	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management

 AMERICAN ELECTRIC POWER CO., INC.

Ticker: AEP Security ID: 025537101
 Meeting Date: APR 23, 2019 Meeting Type: Annual
 Record Date: FEB 25, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Nicholas K. Akins	For	For	Management
1.2	Elect Director David J. Anderson	For	For	Management
1.3	Elect Director J. Barnie Beasley, Jr.	For	For	Management
1.4	Elect Director Ralph D. Crosby, Jr.	For	For	Management
1.5	Elect Director Linda A. Goodspeed	For	For	Management
1.6	Elect Director Thomas E. Hoaglin	For	For	Management
1.7	Elect Director Sandra Beach Lin	For	For	Management
1.8	Elect Director Margaret M. McCarthy	For	For	Management
1.9	Elect Director Richard C. Notebaert	For	For	Management
1.10	Elect Director Lionel L. Nowell, III	For	For	Management
1.11	Elect Director Stephen S. Rasmussen	For	For	Management
1.12	Elect Director Oliver G. Richard, III	For	For	Management
1.13	Elect Director Sara Martinez Tucker	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Eliminate Preemptive Rights	For	For	Management
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

 AMGEN, INC.

Ticker: AMGN Security ID: 031162100
 Meeting Date: MAY 21, 2019 Meeting Type: Annual
 Record Date: MAR 22, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Wanda M. Austin	For	For	Management
1.2	Elect Director Robert A. Bradway	For	For	Management
1.3	Elect Director Brian J. Druker	For	For	Management
1.4	Elect Director Robert A. Eckert	For	For	Management
1.5	Elect Director Greg C. Garland	For	For	Management
1.6	Elect Director Fred Hassan	For	For	Management
1.7	Elect Director Rebecca M. Henderson	For	For	Management
1.8	Elect Director Charles M. Holley, Jr.	For	For	Management
1.9	Elect Director Tyler Jacks	For	For	Management
1.10	Elect Director Ellen J. Kullman	For	For	Management
1.11	Elect Director Ronald D. Sugar	For	For	Management
1.12	Elect Director R. Sanders Williams	For	For	Management
2	Advisory Vote to Ratify Named	For	For	Management

Executive Officers' Compensation

3 Ratify Ernst & Young LLP as Auditors For For Management

ANALOG DEVICES, INC.

Ticker: ADI Security ID: 032654105

Meeting Date: MAR 13, 2019 Meeting Type: Annual

Record Date: JAN 07, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Ray Stata	For	For	Management
1b	Elect Director Vincent Roche	For	For	Management
1c	Elect Director James A. Champy	For	For	Management
1d	Elect Director Anantha P. Chandrakasan	For	For	Management
1e	Elect Director Bruce R. Evans	For	For	Management
1f	Elect Director Edward H. Frank	For	For	Management
1g	Elect Director Karen M. Golz	For	For	Management
1h	Elect Director Mark M. Little	For	For	Management
1i	Elect Director Neil Novich	For	For	Management
1j	Elect Director Kenton J. Sicchitano	For	For	Management
1k	Elect Director Lisa T. Su	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Ernst & Young LLP as Auditors	For	For	Management
4	Prepare Employment Diversity Report and Report on Diversity Policies	Against	For	Shareholder

APPLE, INC.

Ticker: AAPL Security ID: 037833100

Meeting Date: MAR 01, 2019 Meeting Type: Annual

Record Date: JAN 02, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director James Bell	For	For	Management
1b	Elect Director Tim Cook	For	For	Management
1c	Elect Director Al Gore	For	For	Management
1d	Elect Director Bob Iger	For	For	Management
1e	Elect Director Andrea Jung	For	For	Management
1f	Elect Director Art Levinson	For	For	Management
1g	Elect Director Ron Sugar	For	For	Management
1h	Elect Director Sue Wagner	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Proxy Access Amendments	Against	For	Shareholder
5	Disclose Board Diversity and Qualifications	Against	Against	Shareholder

ARTHUR J. GALLAGHER & CO.

Ticker: AJG Security ID: 363576109
Meeting Date: MAY 14, 2019 Meeting Type: Annual
Record Date: MAR 20, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Sherry S. Barrat	For	For	Management
1b	Elect Director William L. Bax	For	For	Management
1c	Elect Director D. John Coldman	For	For	Management
1d	Elect Director Frank E. English, Jr.	For	For	Management
1e	Elect Director J. Patrick Gallagher, Jr.	For	For	Management
1f	Elect Director David S. Johnson	For	For	Management
1g	Elect Director Kay W. McCurdy	For	For	Management
1h	Elect Director Ralph J. Nicoletti	For	For	Management
1i	Elect Director Norman L. Rosenthal	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

AT&T INC.

Ticker: T Security ID: 00206R102
Meeting Date: APR 26, 2019 Meeting Type: Annual
Record Date: FEB 27, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Randall L. Stephenson	For	For	Management
1.2	Elect Director Samuel A. Di Piazza, Jr.	For	For	Management
1.3	Elect Director Richard W. Fisher	For	For	Management
1.4	Elect Director Scott T. Ford	For	For	Management
1.5	Elect Director Glenn H. Hutchins	For	For	Management
1.6	Elect Director William E. Kennard	For	For	Management
1.7	Elect Director Michael B. McCallister	For	For	Management
1.8	Elect Director Beth E. Mooney	For	For	Management
1.9	Elect Director Matthew K. Rose	For	For	Management
1.10	Elect Director Cynthia B. Taylor	For	For	Management
1.11	Elect Director Laura D'Andrea Tyson	For	For	Management
1.12	Elect Director Geoffrey Y. Yang	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Require Independent Board Chairman	Against	For	Shareholder

AUTOMATIC DATA PROCESSING, INC.

Ticker: ADP Security ID: 053015103
 Meeting Date: NOV 06, 2018 Meeting Type: Annual
 Record Date: SEP 07, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Peter Bisson	For	For	Management
1b	Elect Director Richard T. Clark	For	For	Management
1c	Elect Director Eric C. Fast	For	For	Management
1d	Elect Director Linda R. Gooden	For	For	Management
1e	Elect Director Michael P. Gregoire	For	For	Management
1f	Elect Director R. Glenn Hubbard	For	For	Management
1g	Elect Director John P. Jones	For	For	Management
1h	Elect Director Thomas J. Lynch	For	For	Management
1i	Elect Director Scott F. Powers	For	For	Management
1j	Elect Director William J. Ready	For	For	Management
1k	Elect Director Carlos A. Rodriguez	For	For	Management
1l	Elect Director Sandra S. Wijnberg	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Approve Omnibus Stock Plan	For	For	Management
4	Ratify Deloitte & Touche LLP as Auditors	For	For	Management

BB&T CORPORATION

Ticker: BBT Security ID: 054937107
 Meeting Date: APR 30, 2019 Meeting Type: Annual
 Record Date: FEB 20, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Jennifer S. Banner	For	For	Management
1.2	Elect Director K. David Boyer, Jr.	For	For	Management
1.3	Elect Director Anna R. Cablik	For	For	Management
1.4	Elect Director Patrick C. Graney, III	For	For	Management
1.5	Elect Director I. Patricia Henry	For	For	Management
1.6	Elect Director Kelly S. King	For	For	Management
1.7	Elect Director Louis B. Lynn	For	For	Management
1.8	Elect Director Easter A. Maynard	For	For	Management
1.9	Elect Director Charles A. Patton	For	For	Management
1.10	Elect Director Nido R. Qubein	For	For	Management
1.11	Elect Director William J. Reuter	For	For	Management
1.12	Elect Director Tollie W. Rich, Jr.	For	For	Management
1.13	Elect Director Christine Sears	For	For	Management
1.14	Elect Director Thomas E. Skains	For	For	Management
1.15	Elect Director Thomas N. Thompson	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named	For	For	Management

Executive Officers' Compensation

BCE, INC.

Ticker: BCE Security ID: 05534B760
Meeting Date: MAY 02, 2019 Meeting Type: Annual
Record Date: MAR 18, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Barry K. Allen	For	For	Management
1.2	Elect Director Sophie Brochu	For	For	Management
1.3	Elect Director Robert E. Brown	For	For	Management
1.4	Elect Director George A. Cope	For	For	Management
1.5	Elect Director David F. Denison	For	For	Management
1.6	Elect Director Robert P. Dexter	For	For	Management
1.7	Elect Director Ian Greenberg	For	For	Management
1.8	Elect Director Katherine Lee	For	For	Management
1.9	Elect Director Monique F. Leroux	For	For	Management
1.10	Elect Director Gordon M. Nixon	For	For	Management
1.11	Elect Director Calin Rovinescu	For	For	Management
1.12	Elect Director Karen Sheriff	For	For	Management
1.13	Elect Director Robert C. Simmonds	For	For	Management
1.14	Elect Director Paul R. Weiss	For	For	Management
2	Ratify Deloitte LLP as Auditors	For	For	Management
3	Advisory Vote on Executive Compensation Approach	For	For	Management

BEMIS COMPANY, INC.

Ticker: BMS Security ID: 081437105
Meeting Date: MAY 02, 2019 Meeting Type: Special
Record Date: MAR 20, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Approve Merger Agreement	For	For	Management
2	Advisory Vote on Golden Parachutes	For	Against	Management
3	Approve Provision of the New Amcor Articles of Association Relating to Requirements for Shareholder Nominations and Other Proposals	For	For	Management
4	Provide Directors May Only Be Removed for Cause	For	For	Management
5	Amend Quorum Requirements	For	For	Management
6	Adjourn Meeting	For	For	Management

BLACK HILLS CORP.

Ticker: BKH Security ID: 092113109
Meeting Date: APR 30, 2019 Meeting Type: Annual
Record Date: MAR 01, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Linden R. Evans	For	For	Management
1.2	Elect Director Robert P. Otto	For	For	Management
1.3	Elect Director Mark A. Schober	For	For	Management
1.4	Elect Director Thomas J. Zeller	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditor	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

BLACKROCK, INC.

Ticker: BLK Security ID: 09247X101
Meeting Date: MAY 23, 2019 Meeting Type: Annual
Record Date: MAR 25, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Bader M. Alsaad	For	For	Management
1b	Elect Director Mathis Cabiallavetta	For	For	Management
1c	Elect Director Pamela Daley	For	For	Management
1d	Elect Director William S. Demchak	For	For	Management
1e	Elect Director Jessica P. Einhorn	For	For	Management
1f	Elect Director Laurence D. Fink	For	For	Management
1g	Elect Director William E. Ford	For	For	Management
1h	Elect Director Fabrizio Freda	For	For	Management
1i	Elect Director Murry S. Gerber	For	For	Management
1j	Elect Director Margaret L. Johnson	For	For	Management
1k	Elect Director Robert S. Kapito	For	For	Management
1l	Elect Director Cheryl D. Mills	For	For	Management
1m	Elect Director Gordon M. Nixon	For	For	Management
1n	Elect Director Charles H. Robbins	For	For	Management
1o	Elect Director Ivan G. Seidenberg	For	For	Management
1p	Elect Director Marco Antonio Slim Domit	For	For	Management
1q	Elect Director Susan L. Wagner	For	For	Management
1r	Elect Director Mark Wilson	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte LLP as Auditors	For	For	Management
4	Report on Lobbying Payments and Policy	Against	For	Shareholder
5	Adopt Simple Majority Vote	Against	Against	Shareholder

BRINKER INTERNATIONAL, INC.

Ticker: EAT Security ID: 109641100
Meeting Date: NOV 15, 2018 Meeting Type: Annual
Record Date: SEP 28, 2018

#	Proposal	Mgt Rec	Vote	Cast	Sponsor
1.1	Elect Director Joseph M. DePinto		For	For	Management
1.2	Elect Director Harriet Edelman		For	For	Management
1.3	Elect Director Michael A. George		For	For	Management
1.4	Elect Director William T. Giles		For	For	Management
1.5	Elect Director James C. Katzman		For	For	Management
1.6	Elect Director George R. Mrkonic		For	For	Management
1.7	Elect Director Jose Luis Prado		For	For	Management
1.8	Elect Director Wyman T. Roberts		For	For	Management
2	Ratify KPMG LLP as Auditors		For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	Management
4	Amend Omnibus Stock Plan		For	For	Management

BRITISH AMERICAN TOBACCO PLC

Ticker: BATS Security ID: 110448107
Meeting Date: APR 25, 2019 Meeting Type: Annual
Record Date: MAR 18, 2019

#	Proposal	Mgt Rec	Vote	Cast	Sponsor
1	Accept Financial Statements and Statutory Reports		For	For	Management
2	Approve Remuneration Policy		For	For	Management
3	Approve Remuneration Report		For	For	Management
4	Reappoint KPMG LLP as Auditors		For	For	Management
5	Authorise the Audit Committee to Fix Remuneration of Auditors		For	For	Management
6	Re-elect Richard Burrows as Director		For	For	Management
7	Re-elect Sue Farr as Director		For	For	Management
8	Re-elect Dr Marion Helmes as Director		For	For	Management
9	Re-elect Luc Jobin as Director		For	For	Management
10	Re-elect Holly Koepfel as Director		For	For	Management
11	Re-elect Savio Kwan as Director		For	For	Management
12	Re-elect Dimitri Panayotopoulos as Director		For	For	Management
13	Re-elect Kieran Poynter as Director		For	For	Management
14	Re-elect Ben Stevens as Director		For	For	Management
15	Elect Jack Bowles as Director		For	For	Management
16	Authorise Issue of Equity		For	For	Management
17	Authorise Issue of Equity without Pre-emptive Rights		For	For	Management
18	Authorise Market Purchase of Ordinary Shares		For	For	Management
19	Authorise EU Political Donations and Expenditure		For	For	Management
20	Authorise the Company to Call General		For	For	Management

Meeting with Two Weeks' Notice

BROADCOM INC.

Ticker: AVGO Security ID: 11135F101
Meeting Date: APR 01, 2019 Meeting Type: Annual
Record Date: FEB 11, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Hock E. Tan	For	For	Management
1b	Elect Director Henry Samuelli	For	For	Management
1c	Elect Director Eddy W. Hartenstein	For	For	Management
1d	Elect Director Diane M. Bryant	For	For	Management
1e	Elect Director Gayla J. Delly	For	For	Management
1f	Elect Director Check Kian Low	For	For	Management
1g	Elect Director Peter J. Marks	For	For	Management
1h	Elect Director Harry L. You	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Amend Qualified Employee Stock Purchase Plan	For	For	Management
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

CAMPBELL SOUP CO.

Ticker: CPB Security ID: 134429109
Meeting Date: NOV 29, 2018 Meeting Type: Proxy Contest
Record Date: OCT 09, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
	Management Proxy (Gold Proxy Card)		None	
1.1	Elect Director Fabiola R. Arredondo	For	Did Not Vote	Management
1.2	Elect Director Howard M. Averill	For	Did Not Vote	Management
1.3	Elect Director Bennett Dorrance	For	Did Not Vote	Management
1.4	Elect Director Maria Teresa (Tessa) Hilado	For	Did Not Vote	Management
1.5	Elect Director Randall W. Larrimore	For	Did Not Vote	Management
1.6	Elect Director Marc B. Lautenbach	For	Did Not Vote	Management
1.7	Elect Director Mary Alice Dorrance Malone	For	Did Not Vote	Management
1.8	Elect Director Sara Mathew	For	Did Not Vote	Management
1.9	Elect Director Keith R. McLoughlin	For	Did Not Vote	Management
1.10	Elect Director Nick Shreiber	For	Did Not Vote	Management
1.11	Elect Director Archbold D. van Beuren	For	Did Not Vote	Management
1.12	Elect Director Les C. Vinney	For	Did Not Vote	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	Did Not Vote	Management

#	Proposal	Diss Rec	Vote Cast	Sponsor
3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	Did Not Vote Management
	Dissident Proxy (White Proxy Card)		None	
1.1	Elect Director Sarah Hofstetter		For	Shareholder
1.2	Elect Director Munib Islam		For	Shareholder
1.3	Elect Director Bozoma Saint John		For	Shareholder
1.4	Elect Director Kurt T. Schmidt		For	Shareholder
1.5	Elect Director William D. Toler		For	Shareholder
1.6	Management Nominee Fabiola R. Arredondo		For	Shareholder
1.7	Management Nominee Howard M. Averill		For	Shareholder
1.8	Management Nominee Maria Teresa (Tessa) Hilado		For	Shareholder
1.9	Management Nominee Marc B. Lautenbach		For	Shareholder
1.10	Management Nominee Sara Mathew		For	Shareholder
1.11	Management Nominee Keith R. McLoughlin		For	Shareholder
1.12	Management Nominee Archbold D. van Beuren		For	Shareholder
2	Ratify PricewaterhouseCoopers LLP as Auditors		For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation		Against	For Management

CHEVRON CORPORATION

Ticker: CVX Security ID: 166764100
Meeting Date: MAY 29, 2019 Meeting Type: Annual
Record Date: APR 01, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Wanda M. Austin		For	Management
1b	Elect Director John B. Frank		For	Management
1c	Elect Director Alice P. Gast		For	Management
1d	Elect Director Enrique Hernandez, Jr.		For	Management
1e	Elect Director Charles W. Moorman, IV		For	Management
1f	Elect Director Dambisa F. Moyo		For	Management
1g	Elect Director Debra Reed-Klages		For	Management
1h	Elect Director Ronald D. Sugar		For	Management
1i	Elect Director Inge G. Thulin		For	Management
1j	Elect Director D. James Umpleby, III		For	Management
1k	Elect Director Michael K. Wirth		For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditor		For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	Management
4	Report on Human Right to Water		Against	For Shareholder
5	Report on Plans to Reduce Carbon Footprint Aligned with Paris Agreement Goals		Against	For Shareholder
6	Establish Environmental Issue Board Committee		Against	Against Shareholder

7	Require Independent Board Chairman	Against	Against	Shareholder
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Shareholder

CISCO SYSTEMS, INC.

Ticker: CSCO Security ID: 17275R102
Meeting Date: DEC 12, 2018 Meeting Type: Annual
Record Date: OCT 15, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director M. Michele Burns	For	For	Management
1b	Elect Director Michael D. Capellas	For	For	Management
1c	Elect Director Mark Garrett	For	For	Management
1d	Elect Director Kristina M. Johnson	For	For	Management
1e	Elect Director Roderick C. McGeary	For	For	Management
1f	Elect Director Charles H. Robbins	For	For	Management
1g	Elect Director Arun Sarin	For	For	Management
1h	Elect Director Brenton L. Saunders	For	For	Management
1i	Elect Director Steven M. West	For	For	Management
2	Amend Qualified Employee Stock Purchase Plan	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
5	Require Independent Board Chairman	Against	Against	Shareholder
6	Adjust Executive Compensation Metrics for Share Buybacks	Against	Against	Shareholder

CME GROUP INC.

Ticker: CME Security ID: 12572Q105
Meeting Date: MAY 08, 2019 Meeting Type: Annual
Record Date: MAR 11, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Terrence A. Duffy	For	For	Management
1b	Elect Director Timothy S. Bitsberger	For	For	Management
1c	Elect Director Charles P. Carey	For	For	Management
1d	Elect Director Dennis H. Chookaszian	For	For	Management
1e	Elect Director Ana Dutra	For	For	Management
1f	Elect Director Martin J. Gepsman	For	For	Management
1g	Elect Director Larry G. Gerdes	For	For	Management
1h	Elect Director Daniel R. Glickman	For	For	Management
1i	Elect Director Daniel G. Kaye	For	For	Management
1j	Elect Director Phyllis M. Lockett	For	For	Management
1k	Elect Director Deborah J. Lucas	For	For	Management

1l	Elect Director Alex J. Pollock	For	For	Management
1m	Elect Director Terry L. Savage	For	For	Management
1n	Elect Director William R. Shepard	For	For	Management
1o	Elect Director Howard J. Siegel	For	For	Management
1p	Elect Director Michael A. Spencer	For	For	Management
1q	Elect Director Dennis A. Suskind	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

CME GROUP, INC.

Ticker: CME Security ID: 12572Q105
Meeting Date: NOV 29, 2018 Meeting Type: Special
Record Date: SEP 06, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Eliminate All or Some of the Class B Election Rights	For	For	Management

CMS ENERGY CORPORATION

Ticker: CMS Security ID: 125896100
Meeting Date: MAY 03, 2019 Meeting Type: Annual
Record Date: MAR 05, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Jon E. Barfield	For	For	Management
1b	Elect Director Deborah H. Butler	For	For	Management
1c	Elect Director Kurt L. Darrow	For	For	Management
1d	Elect Director Stephen E. Ewing	For	For	Management
1e	Elect Director William D. Harvey	For	For	Management
1f	Elect Director Patricia K. Poppe	For	For	Management
1g	Elect Director John G. Russell	For	For	Management
1h	Elect Director Suzanne F. Shank	For	For	Management
1i	Elect Director Myrna M. Soto	For	For	Management
1j	Elect Director John G. Szniewajs	For	For	Management
1k	Elect Director Laura H. Wright	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	Management
4	Report on Political Contributions Disclosure	Against	For	Shareholder

COCA-COLA EUROPEAN PARTNERS PLC

Ticker: CCEP Security ID: G25839104
 Meeting Date: MAY 29, 2019 Meeting Type: Annual
 Record Date: MAY 27, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Accept Financial Statements and Statutory Reports	For	For	Management
2	Approve Remuneration Report	For	For	Management
3	Elect Nathalie Gaveau as Director	For	For	Management
4	Elect Dagmar Kollmann as Director	For	For	Management
5	Elect Lord Mark Price as Director	For	For	Management
6	Re-elect Jose Ignacio Comenge Sanchez-Real as Director	For	For	Management
7	Re-elect Francisco Crespo Benitez as Director	For	For	Management
8	Re-elect Irial Finan as Director	For	Against	Management
9	Re-elect Damian Gammell as Director	For	For	Management
10	Re-elect Alvaro Gomez-Trenor Aguilar as Director	For	For	Management
11	Re-elect Alfonso Libano Daurella as Director	For	For	Management
12	Re-elect Mario Rotllant Sola as Director	For	Against	Management
13	Reappoint Ernst & Young LLP as Auditors	For	For	Management
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	Management
15	Authorise Political Donations and Expenditure	For	For	Management
16	Authorise Issue of Equity	For	For	Management
17	Approve Waiver on Tender-Bid Requirement	For	Against	Management
18	Authorise Issue of Equity without Pre-emptive Rights	For	For	Management
19	Authorise Market Purchase of Ordinary Shares	For	For	Management
20	Authorise Off-Market Purchase of Ordinary Shares	For	For	Management
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	Management
22	Adopt New Articles of Association	For	Against	Management

COLGATE-PALMOLIVE COMPANY

Ticker: CL Security ID: 194162103
 Meeting Date: MAY 10, 2019 Meeting Type: Annual
 Record Date: MAR 11, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Charles A. Bancroft	For	For	Management

1b	Elect Director John P. Bilbrey	For	For	Management
1c	Elect Director John T. Cahill	For	For	Management
1d	Elect Director Ian Cook	For	For	Management
1e	Elect Director Lisa M. Edwards	For	For	Management
1f	Elect Director Helene D. Gayle	For	For	Management
1g	Elect Director C. Martin Harris	For	For	Management
1h	Elect Director Lorrie M. Norrington	For	For	Management
1i	Elect Director Michael B. Polk	For	For	Management
1j	Elect Director Stephen I. Sadove	For	For	Management
1k	Elect Director Noel R. Wallace	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Approve Omnibus Stock Plan	For	For	Management
5	Require Independent Board Chairman	Against	For	Shareholder

CVS HEALTH CORPORATION

Ticker: CVS Security ID: 126650100
Meeting Date: MAY 16, 2019 Meeting Type: Annual
Record Date: MAR 21, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Fernando Aguirre	For	For	Management
1b	Elect Director Mark T. Bertolini	For	For	Management
1c	Elect Director Richard M. Bracken	For	For	Management
1d	Elect Director C. David Brown, II	For	For	Management
1e	Elect Director Alecia A. DeCoudreaux	For	For	Management
1f	Elect Director Nancy-Ann M. DeParle	For	For	Management
1g	Elect Director David W. Dorman	For	For	Management
1h	Elect Director Roger N. Farah	For	For	Management
1i	Elect Director Anne M. Finucane	For	For	Management
1j	Elect Director Edward J. Ludwig	For	For	Management
1k	Elect Director Larry J. Merlo	For	For	Management
1l	Elect Director Jean-Pierre Millon	For	For	Management
1m	Elect Director Mary L. Schapiro	For	For	Management
1n	Elect Director Richard J. Swift	For	For	Management
1o	Elect Director William C. Weldon	For	For	Management
1p	Elect Director Tony L. White	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Prohibit Adjusting Compensation Metrics for Legal or Compliance Costs	Against	Against	Shareholder

DELUXE CORP.

Ticker: DLX Security ID: 248019101
Meeting Date: MAY 01, 2019 Meeting Type: Annual
Record Date: MAR 05, 2019

#	Proposal	Mgt Rec	Vote	Cast	Sponsor
1.1	Elect Director Ronald C. Baldwin		For	For	Management
1.2	Elect Director Cheryl E. Mayberry McKissack		For	For	Management
1.3	Elect Director Barry C. McCarthy		For	For	Management
1.4	Elect Director Don J. McGrath		For	For	Management
1.5	Elect Director Neil J. Metviner		For	For	Management
1.6	Elect Director Stephen P. Nachtsheim		For	For	Management
1.7	Elect Director Thomas J. Reddin		For	For	Management
1.8	Elect Director Martyn R. Redgrave		For	For	Management
1.9	Elect Director John L. Stauch		For	For	Management
1.10	Elect Director Victoria A. Treyger		For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditors		For	For	Management

DOMINION ENERGY, INC.

Ticker: D Security ID: 25746U109
Meeting Date: MAY 07, 2019 Meeting Type: Annual
Record Date: MAR 01, 2019

#	Proposal	Mgt Rec	Vote	Cast	Sponsor
1.1	Elect Director James A. Bennett		For	For	Management
1.2	Elect Director Helen E. Dragas		For	For	Management
1.3	Elect Director James O. Ellis, Jr.		For	For	Management
1.4	Elect Director Thomas F. Farrell, II		For	For	Management
1.5	Elect Director D. Maybank Hagood		For	For	Management
1.6	Elect Director John W. Harris		For	For	Management
1.7	Elect Director Ronald W. Jibson		For	For	Management
1.8	Elect Director Mark J. Kington		For	For	Management
1.9	Elect Director Joseph M. Rigby		For	For	Management
1.10	Elect Director Pamela J. Royal		For	For	Management
1.11	Elect Director Robert H. Spilman, Jr.		For	For	Management
1.12	Elect Director Susan N. Story		For	For	Management
1.13	Elect Director Michael E. Szymanczyk		For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors		For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	Management
4	Increase Authorized Common Stock		For	For	Management
5	Require Independent Board Chairman		Against	For	Shareholder

DOWDUPONT INC.

Ticker: DWDP Security ID: 26078J100
Meeting Date: MAY 23, 2019 Meeting Type: Special
Record Date: MAY 01, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Approve Reverse Stock Split		For For	Management
2	Adjourn Meeting	For	For	Management

DUKE ENERGY CORPORATION

Ticker: DUK Security ID: 26441C204
Meeting Date: MAY 02, 2019 Meeting Type: Annual
Record Date: MAR 04, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Michael G. Browning		For For	Management
1.2	Elect Director Annette K. Clayton		For For	Management
1.3	Elect Director Theodore F. Craver, Jr.		For For	Management
1.4	Elect Director Robert M. Davis		For For	Management
1.5	Elect Director Daniel R. DiMicco		For For	Management
1.6	Elect Director Lynn J. Good		For For	Management
1.7	Elect Director John T. Herron		For For	Management
1.8	Elect Director William E. Kennard		For For	Management
1.9	Elect Director E. Marie McKee		For For	Management
1.10	Elect Director Charles W. Moorman, IV		For For	Management
1.11	Elect Director Marya M. Rose		For For	Management
1.12	Elect Director Carlos A. Saladrigas		For For	Management
1.13	Elect Director Thomas E. Skains		For For	Management
1.14	Elect Director William E. Webster, Jr.		For For	Management
2	Ratify Deloitte & Touche LLP as Auditors		For For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation		For For	Management
4	Report on Political Contributions	Against	For	Shareholder
5	Report on Lobbying Payments and Policy	Against	For	Shareholder
6	Report on Mitigating Health and Climate Impacts of Duke Energy's Coal Use	Against	For	Shareholder
7	Report on Costs and Benefits of Voluntary Environment-Related Activities	Against	Against	Shareholder

DUPONT DE NEMOURS, INC.

Ticker: DD Security ID: 26078J100
Meeting Date: JUN 25, 2019 Meeting Type: Annual

Record Date: APR 26, 2019

#	Proposal	Mgt Rec	Vote	Cast	Sponsor
1a	Elect Director Edward D. Breen		For	For	Management
1b	Elect Director Ruby R. Chandy		For	For	Management
1c	Elect Director Franklin K. Clyburn, Jr.		For	For	Management
1d	Elect Director Terrence R. Curtin		For	For	Management
1e	Elect Director Alexander M. Cutler		For	For	Management
1f	Elect Director C. Marc Doyle		For	For	Management
1g	Elect Director Eleuthere I. du Pont		For	For	Management
1h	Elect Director Rajiv L. Gupta		For	For	Management
1i	Elect Director Luther C. Kissam		For	For	Management
1j	Elect Director Frederick M. Lowery		For	For	Management
1k	Elect Director Raymond J. Milchovich		For	For	Management
1l	Elect Director Steven M. Sterin		For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditor		For	For	Management
4	Provide Right to Act by Written Consent		Against	For	Shareholder
5	Report on Pay Disparity		Against	Against	Shareholder
6	Report on Public Health Risks of Petrochemical Operations in Flood Prone Areas		Against	Against	Shareholder
7	Report on Efforts to Reduce Plastic Pellet Pollution		Against	Against	Shareholder

EATON CORPORATION PLC

Ticker: ETN Security ID: G29183103
Meeting Date: APR 24, 2019 Meeting Type: Annual
Record Date: FEB 25, 2019

#	Proposal	Mgt Rec	Vote	Cast	Sponsor
1a	Elect Director Craig Arnold		For	For	Management
1b	Elect Director Todd M. Bluedorn		For	For	Management
1c	Elect Director Christopher M. Connor		For	For	Management
1d	Elect Director Michael J. Critelli		For	For	Management
1e	Elect Director Richard H. Fearon		For	For	Management
1f	Elect Director Arthur E. Johnson		For	For	Management
1g	Elect Director Olivier Leonetti		For	For	Management
1h	Elect Director Deborah L. McCoy		For	For	Management
1i	Elect Director Gregory R. Page		For	For	Management
1j	Elect Director Sandra Pinalto		For	For	Management
1k	Elect Director Gerald B. Smith		For	For	Management
1l	Elect Director Dorothy C. Thompson		For	For	Management
2	Approve Ernst & Young LLP as Auditor and Authorize Board to Fix Their Remuneration		For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	Management

4	Authorize Issue of Equity with Pre-emptive Rights	For	For	Management
5	Authorize Issue of Equity without Pre-emptive Rights	For	For	Management
6	Authorize Share Repurchase of Issued Share Capital	For	For	Management

EMERSON ELECTRIC CO.

Ticker: EMR Security ID: 291011104
Meeting Date: FEB 05, 2019 Meeting Type: Annual
Record Date: NOV 27, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Clemens A. H. Boersig	For	For	Management
1.2	Elect Director Joshua B. Bolten	For	For	Management
1.3	Elect Director Lori M. Lee	For	For	Management
2	Ratify KPMG LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

ENTERGY CORPORATION

Ticker: ETR Security ID: 29364G103
Meeting Date: MAY 03, 2019 Meeting Type: Annual
Record Date: MAR 04, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director John R. Burbank	For	For	Management
1b	Elect Director Patrick J. Condon	For	For	Management
1c	Elect Director Leo P. Denault	For	For	Management
1d	Elect Director Kirkland H. Donald	For	For	Management
1e	Elect Director Philip L. Frederickson	For	For	Management
1f	Elect Director Alexis M. Herman	For	For	Management
1g	Elect Director M. Elise Hyland	For	For	Management
1h	Elect Director Stuart L. Levenick	For	For	Management
1i	Elect Director Blanche Lambert Lincoln	For	For	Management
1j	Elect Director Karen A. Puckett	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Approve Omnibus Stock Plan	For	For	Management

EVERGY, INC.

Ticker: EVRG Security ID: 30034W106
Meeting Date: MAY 07, 2019 Meeting Type: Annual
Record Date: FEB 26, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Terry Bassham	For	For	Management
1.2	Elect Director Mollie Hale Carter	For	For	Management
1.3	Elect Director Charles Q. Chandler, IV	For	For	Management
1.4	Elect Director Gary D. Forsee	For	For	Management
1.5	Elect Director Scott D. Grimes	For	For	Management
1.6	Elect Director Richard L. Hawley	For	For	Management
1.7	Elect Director Thomas D. Hyde	For	For	Management
1.8	Elect Director B. Anthony Isaac	For	For	Management
1.9	Elect Director Sandra A.J. Lawrence	For	For	Management
1.10	Elect Director Ann D. Murtlow	For	For	Management
1.11	Elect Director Sandra J. Price	For	For	Management
1.12	Elect Director Mark A. Ruelle	For	For	Management
1.13	Elect Director John J. Sherman	For	For	Management
1.14	Elect Director S. Carl Soderstrom, Jr.	For	For	Management
1.15	Elect Director John Arthur Stall	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify Deloitte & Touche LLP as Auditors	For	For	Management

EVERSOURCE ENERGY

Ticker: ES Security ID: 30040W108
Meeting Date: MAY 01, 2019 Meeting Type: Annual
Record Date: MAR 05, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Cotton M. Cleveland	For	For	Management
1.2	Elect Director Sanford Cloud, Jr.	For	For	Management
1.3	Elect Director James S. DiStasio	For	For	Management
1.4	Elect Director Francis A. Doyle	For	For	Management
1.5	Elect Director Linda Dorcena Forry	For	For	Management
1.6	Elect Director James J. Judge	For	For	Management
1.7	Elect Director John Y. Kim	For	For	Management
1.8	Elect Director Kenneth R. Leibler	For	For	Management
1.9	Elect Director William C. Van Faasen	For	For	Management
1.10	Elect Director Frederica M. Williams	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management

EXXON MOBIL CORPORATION

Ticker: XOM Security ID: 30231G102
 Meeting Date: MAY 29, 2019 Meeting Type: Annual
 Record Date: APR 03, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Susan K. Avery	For	For	Management
1.2	Elect Director Angela F. Braly	For	For	Management
1.3	Elect Director Ursula M. Burns	For	Against	Management
1.4	Elect Director Kenneth C. Frazier	For	For	Management
1.5	Elect Director Steven A. Kandarian	For	For	Management
1.6	Elect Director Douglas R. Oberhelman	For	For	Management
1.7	Elect Director Samuel J. Palmisano	For	For	Management
1.8	Elect Director Steven S Reinemund	For	For	Management
1.9	Elect Director William C. Weldon	For	For	Management
1.10	Elect Director Darren W. Woods	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Require Independent Board Chairman	Against	For	Shareholder
5	Amend Bylaws - Call Special Meetings	Against	For	Shareholder
6	Disclose a Board Diversity and Qualifications Matrix	Against	For	Shareholder
7	Establish Environmental/Social Issue Board Committee	Against	Against	Shareholder
8	Report on Risks of Petrochemical Operations in Flood Prone Areas	Against	Against	Shareholder
9	Report on Political Contributions	Against	For	Shareholder
10	Report on Lobbying Payments and Policy	Against	For	Shareholder

 FIRSTENERGY CORP.

Ticker: FE Security ID: 337932107
 Meeting Date: MAY 21, 2019 Meeting Type: Annual
 Record Date: MAR 22, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Michael J. Anderson	For	For	Management
1.2	Elect Director Steven J. Demetriou	For	For	Management
1.3	Elect Director Julia L. Johnson	For	For	Management
1.4	Elect Director Charles E. Jones	For	For	Management
1.5	Elect Director Donald T. Misheff	For	For	Management
1.6	Elect Director Thomas N. Mitchell	For	For	Management
1.7	Elect Director James F. O'Neil, III	For	For	Management
1.8	Elect Director Christopher D. Pappas	For	For	Management
1.9	Elect Director Sandra Pianalto	For	For	Management
1.10	Elect Director Luis A. Reyes	For	For	Management
1.11	Elect Director Leslie M. Turner	For	For	Management

2	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Eliminate Supermajority Vote Requirement	For	For	Management
5	Adopt Majority Voting for Uncontested Election of Directors	For	For	Management
6	Provide Proxy Access Right	For	For	Management
7	Adopt Simple Majority Vote	Against	For	Shareholder

GENERAL DYNAMICS CORPORATION

Ticker: GD Security ID: 369550108
Meeting Date: MAY 01, 2019 Meeting Type: Annual
Record Date: MAR 07, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director James S. Crown	For	For	Management
1b	Elect Director Rudy F. deLeon	For	For	Management
1c	Elect Director Cecil D. Haney	For	For	Management
1d	Elect Director Lester L. Lyles	For	For	Management
1e	Elect Director Mark M. Malcolm	For	For	Management
1f	Elect Director Phebe N. Novakovic	For	For	Management
1g	Elect Director C. Howard Nye	For	For	Management
1h	Elect Director William A. Osborn	For	For	Management
1i	Elect Director Catherine B. Reynolds	For	For	Management
1j	Elect Director Laura J. Schumacher	For	For	Management
1k	Elect Director Peter A. Wall	For	For	Management
2	Ratify KPMG LLP as Auditor	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Amend Nonqualified Employee Stock Purchase Plan	For	For	Management
5	Require Independent Board Chairman	Against	Against	Shareholder

GENUINE PARTS COMPANY

Ticker: GPC Security ID: 372460105
Meeting Date: APR 22, 2019 Meeting Type: Annual
Record Date: FEB 13, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Elizabeth W. Camp	For	For	Management
1.2	Elect Director Paul D. Donahue	For	For	Management
1.3	Elect Director Gary P. Fayard	For	For	Management
1.4	Elect Director Thomas C. Gallagher	For	For	Management
1.5	Elect Director P. Russell Hardin	For	For	Management

1.6	Elect Director John R. Holder	For	For	Management
1.7	Elect Director Donna W. Hyland	For	For	Management
1.8	Elect Director John D. Johns	For	For	Management
1.9	Elect Director Robert C. "Robin" Loudermilk, Jr.	For	For	Management
1.10	Elect Director Wendy B. Needham	For	For	Management
1.11	Elect Director E. Jenner Wood, III	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Ernst & Young LLP as Auditor	For	For	Management

HANESBRANDS INC.

Ticker: HBI Security ID: 410345102
Meeting Date: APR 23, 2019 Meeting Type: Annual
Record Date: FEB 19, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Geralyn R. Breig	For	For	Management
1b	Elect Director Gerald W. Evans, Jr.	For	For	Management
1c	Elect Director Bobby J. Griffin	For	For	Management
1d	Elect Director James C. Johnson	For	For	Management
1e	Elect Director Franck J. Moison	For	For	Management
1f	Elect Director Robert F. Moran	For	For	Management
1g	Elect Director Ronald L. Nelson	For	For	Management
1h	Elect Director David V. Singer	For	For	Management
1i	Elect Director Ann E. Ziegler	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

HONEYWELL INTERNATIONAL INC.

Ticker: HON Security ID: 438516106
Meeting Date: APR 29, 2019 Meeting Type: Annual
Record Date: MAR 01, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1A	Elect Director Darius Adamczyk	For	For	Management
1B	Elect Director Duncan B. Angove	For	For	Management
1C	Elect Director William S. Ayer	For	For	Management
1D	Elect Director Kevin Burke	For	For	Management
1E	Elect Director Jaime Chico Pardo	For	For	Management
1F	Elect Director D. Scott Davis	For	For	Management
1G	Elect Director Linnet F. Deily	For	For	Management
1H	Elect Director Judd Gregg	For	For	Management
1I	Elect Director Clive Hollick	For	For	Management

1J	Elect Director Grace D. Lieblein	For	For	Management
1K	Elect Director George Paz	For	For	Management
1L	Elect Director Robin L. Washington	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditor	For	For	Management
4	Provide Right to Act by Written Consent Against	For		Shareholder
5	Report on Lobbying Payments and Policy	Against	For	Shareholder

INTEL CORPORATION

Ticker: INTC Security ID: 458140100
Meeting Date: MAY 16, 2019 Meeting Type: Annual
Record Date: MAR 18, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Aneel Bhusri	For	For	Management
1b	Elect Director Andy D. Bryant	For	For	Management
1c	Elect Director Reed E. Hundt	For	For	Management
1d	Elect Director Omar Ishrak	For	For	Management
1e	Elect Director Risa Lavizzo-Mourey	For	For	Management
1f	Elect Director Tsu-Jae King Liu	For	For	Management
1g	Elect Director Gregory D. Smith	For	For	Management
1h	Elect Director Robert 'Bob' H. Swan	For	For	Management
1i	Elect Director Andrew Wilson	For	For	Management
1j	Elect Director Frank D. Yeary	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
4	Amend Omnibus Stock Plan	For	For	Management
5	Provide Right to Act by Written Consent Against	For		Shareholder
6	Report on Gender Pay Gap	Against	For	Shareholder
7	Request for an Annual Advisory Vote on Political Contributions	Against	Against	Shareholder

INTERNATIONAL BUSINESS MACHINES CORPORATION

Ticker: IBM Security ID: 459200101
Meeting Date: APR 30, 2019 Meeting Type: Annual
Record Date: MAR 01, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Michael L. Eskew	For	For	Management
1.2	Elect Director David N. Farr	For	For	Management
1.3	Elect Director Alex Gorsky	For	For	Management
1.4	Elect Director Michelle J. Howard	For	For	Management
1.5	Elect Director Shirley Ann Jackson	For	For	Management
1.6	Elect Director Andrew N. Liveris	For	For	Management

1.7	Elect Director Martha E. Pollack	For	For	Management
1.8	Elect Director Virginia M. Rometty	For	For	Management
1.9	Elect Director Joseph R. Swedish	For	For	Management
1.10	Elect Director Sidney Taurel	For	For	Management
1.11	Elect Director Peter R. Voser	For	For	Management
1.12	Elect Director Frederick H. Waddell	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Amend Executive Incentive Bonus Plan	For	For	Management
5	Provide Right to Act by Written Consent	Against	For	Shareholder
6	Require Independent Board Chairman	Against	For	Shareholder

IRON MOUNTAIN INCORPORATED

Ticker: IRM Security ID: 46284V101
Meeting Date: MAY 22, 2019 Meeting Type: Annual
Record Date: MAR 25, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Jennifer Allerton	For	For	Management
1b	Elect Director Ted R. Antenucci	For	For	Management
1c	Elect Director Pamela M. Arway	For	For	Management
1d	Elect Director Clarke H. Bailey	For	For	Management
1e	Elect Director Kent P. Dauten	For	For	Management
1f	Elect Director Paul F. Deninger	For	For	Management
1g	Elect Director Monte Ford	For	For	Management
1h	Elect Director Per-Kristian Halvorsen	For	For	Management
1i	Elect Director William L. Meaney	For	For	Management
1j	Elect Director Wendy J. Murdock	For	For	Management
1k	Elect Director Walter C. Rakowich	For	For	Management
1l	Elect Director Alfred J. Verrecchia	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management

JOHNSON & JOHNSON

Ticker: JNJ Security ID: 478160104
Meeting Date: APR 25, 2019 Meeting Type: Annual
Record Date: FEB 26, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Mary C. Beckerle	For	For	Management
1b	Elect Director D. Scott Davis	For	For	Management
1c	Elect Director Ian E. L. Davis	For	For	Management

1d	Elect Director Jennifer A. Doudna	For	For	Management
1e	Elect Director Alex Gorsky	For	For	Management
1f	Elect Director Marillyn A. Hewson	For	For	Management
1g	Elect Director Mark B. McClellan	For	For	Management
1h	Elect Director Anne M. Mulcahy	For	For	Management
1i	Elect Director William D. Perez	For	For	Management
1j	Elect Director Charles Prince	For	For	Management
1k	Elect Director A. Eugene Washington	For	For	Management
1l	Elect Director Ronald A. Williams	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
3	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	Management
4	Clawback Disclosure of Recoupment Activity from Senior Officers	Against	For	Shareholder
5	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	Against	For	Shareholder

KIMBERLY-CLARK CORPORATION

Ticker: KMB Security ID: 494368103
Meeting Date: MAY 02, 2019 Meeting Type: Annual
Record Date: MAR 04, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Abelardo E. Bru	For	For	Management
1.2	Elect Director Robert W. Decherd	For	For	Management
1.3	Elect Director Thomas J. Falk	For	For	Management
1.4	Elect Director Fabian T. Garcia	For	For	Management
1.5	Elect Director Michael D. Hsu	For	For	Management
1.6	Elect Director Mae C. Jemison	For	For	Management
1.7	Elect Director Nancy J. Karch	For	For	Management
1.8	Elect Director S. Todd Maclin	For	For	Management
1.9	Elect Director Sherilyn S. McCoy	For	For	Management
1.10	Elect Director Christa S. Quarles	For	For	Management
1.11	Elect Director Ian C. Read	For	For	Management
1.12	Elect Director Marc J. Shapiro	For	For	Management
1.13	Elect Director Dunia A. Shive	For	For	Management
1.14	Elect Director Michael D. White	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

LAS VEGAS SANDS CORP.

Ticker: LVS Security ID: 517834107

Meeting Date: MAY 16, 2019 Meeting Type: Annual
Record Date: MAR 18, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Sheldon G. Adelson	For	Withhold	Management
1.2	Elect Director Irwin Chafetz	For	Withhold	Management
1.3	Elect Director Micheline Chau	For	Withhold	Management
1.4	Elect Director Patrick Dumont	For	Withhold	Management
1.5	Elect Director Charles D. Forman	For	Withhold	Management
1.6	Elect Director Robert G. Goldstein	For	Withhold	Management
1.7	Elect Director George Jamieson	For	For	Management
1.8	Elect Director Charles A. Koppelman	For	Withhold	Management
1.9	Elect Director Lewis Kramer	For	For	Management
1.10	Elect Director David F. Levi	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
4	Amend Omnibus Stock Plan	For	For	Management

LEGGETT & PLATT, INCORPORATED

Ticker: LEG Security ID: 524660107
Meeting Date: MAY 07, 2019 Meeting Type: Annual
Record Date: MAR 05, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Robert E. Brunner	For	For	Management
1b	Elect Director R. Ted Enloe, III	For	For	Management
1c	Elect Director Manuel A. Fernandez	For	For	Management
1d	Elect Director Karl G. Glassman	For	For	Management
1e	Elect Director Joseph W. McClanathan	For	For	Management
1f	Elect Director Judy C. Odom	For	For	Management
1g	Elect Director Srikanth Padmanabhan	For	For	Management
1h	Elect Director Phoebe A. Wood	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

LOCKHEED MARTIN CORPORATION

Ticker: LMT Security ID: 539830109
Meeting Date: APR 25, 2019 Meeting Type: Annual
Record Date: FEB 22, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Daniel F. Akerson	For	For	Management

1.2	Elect Director David B. Burritt	For	For	Management
1.3	Elect Director Bruce A. Carlson	For	For	Management
1.4	Elect Director James O. Ellis, Jr.	For	For	Management
1.5	Elect Director Thomas J. Falk	For	For	Management
1.6	Elect Director Ilene S. Gordon	For	For	Management
1.7	Elect Director Marillyn A. Hewson	For	For	Management
1.8	Elect Director Vicki A. Hollub	For	For	Management
1.9	Elect Director Jeh C. Johnson	For	For	Management
1.10	Elect Director James D. Taiclet, Jr.	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Amend Proxy Access Bylaw	Against	For	Shareholder

LYONDELLBASELL INDUSTRIES N.V.

Ticker: LYB Security ID: N53745100
Meeting Date: MAY 31, 2019 Meeting Type: Annual
Record Date: MAY 03, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Jacques Aigrain	For	For	Management
1b	Elect Director Lincoln Benet	For	For	Management
1c	Elect Director Jagjeet "Jeet" Bindra	For	For	Management
1d	Elect Director Robin Buchanan	For	For	Management
1e	Elect Director Stephen Cooper	For	For	Management
1f	Elect Director Nance Dicciani	For	For	Management
1g	Elect Director Claire Farley	For	For	Management
1h	Elect Director Isabella "Bella" Goren	For	For	Management
1i	Elect Director Michael Hanley	For	For	Management
1j	Elect Director Albert Manifold	For	For	Management
1k	Elect Director Bhavesh "Bob" Patel	For	For	Management
1l	Elect Director Rudy van der Meer	For	For	Management
2	Approve Discharge of Executive Director and Prior Management Board	For	For	Management
3	Approve Discharge of Non-Executive Directors and Prior Supervisory Board	For	For	Management
4	Adopt Financial Statements and Statutory Reports	For	For	Management
5	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For	Management
6	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
7	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
8	Approve Dividends of USD 4.00 Per Share	For	For	Management
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	Management
10	Amend Omnibus Stock Plan	For	For	Management

M&T BANK CORPORATION

Ticker: MTB Security ID: 55261F104
Meeting Date: APR 16, 2019 Meeting Type: Annual
Record Date: FEB 28, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Brent D. Baird	For	For	Management
1.2	Elect Director C. Angela Bontempo	For	For	Management
1.3	Elect Director Robert T. Brady	For	For	Management
1.4	Elect Director T. Jefferson Cunningham, III	For	For	Management
1.5	Elect Director Gary N. Geisel	For	For	Management
1.6	Elect Director Richard S. Gold	For	For	Management
1.7	Elect Director Richard A. Grossi	For	For	Management
1.8	Elect Director John D. Hawke, Jr.	For	For	Management
1.9	Elect Director Rene F. Jones	For	For	Management
1.10	Elect Director Richard H. Ledgett, Jr.	For	For	Management
1.11	Elect Director Newton P.S. Merrill	For	For	Management
1.12	Elect Director Kevin J. Pearson	For	For	Management
1.13	Elect Director Melinda R. Rich	For	For	Management
1.14	Elect Director Robert E. Sadler, Jr.	For	For	Management
1.15	Elect Director Denis J. Salamone	For	Withhold	Management
1.16	Elect Director John R. Scannell	For	For	Management
1.17	Elect Director David S. Scharfstein	For	For	Management
1.18	Elect Director Herbert L. Washington	For	For	Management
2	Approve Omnibus Stock Plan	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management

MAGELLAN MIDSTREAM PARTNERS LP

Ticker: MMP Security ID: 559080106
Meeting Date: APR 25, 2019 Meeting Type: Annual
Record Date: FEB 25, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Walter R. Arnheim	For	For	Management
1.2	Elect Director Lori A. Gobillot	For	For	Management
1.3	Elect Director Edward J. Guay	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Ernst & Young LLP as Auditors	For	For	Management

MARSH & MCLENNAN COMPANIES, INC.

Ticker: MMC Security ID: 571748102
Meeting Date: MAY 16, 2019 Meeting Type: Annual
Record Date: MAR 18, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Anthony K. Anderson	For	For	Management
1b	Elect Director Oscar Fanjul	For	For	Management
1c	Elect Director Daniel S. Glaser	For	For	Management
1d	Elect Director H. Edward Hanway	For	For	Management
1e	Elect Director Deborah C. Hopkins	For	For	Management
1f	Elect Director Elaine La Roche	For	For	Management
1g	Elect Director Steven A. Mills	For	For	Management
1h	Elect Director Bruce P. Nolop	For	For	Management
1i	Elect Director Marc D. Oken	For	For	Management
1j	Elect Director Morton O. Schapiro	For	For	Management
1k	Elect Director Lloyd M. Yates	For	For	Management
1l	Elect Director R. David Yost	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditor	For	For	Management

MAXIM INTEGRATED PRODUCTS, INC.

Ticker: MXIM Security ID: 57772K101
Meeting Date: NOV 08, 2018 Meeting Type: Annual
Record Date: SEP 13, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director William (Bill) P. Sullivan	For	For	Management
1b	Elect Director Tunc Doluca	For	For	Management
1c	Elect Director Tracy C. Accardi	For	For	Management
1d	Elect Director James R. Bergman	For	For	Management
1e	Elect Director Joseph R. Bronson	For	For	Management
1f	Elect Director Robert E. Grady	For	For	Management
1g	Elect Director William D. Watkins	For	For	Management
1h	Elect Director MaryAnn Wright	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

MCDONALD'S CORPORATION

Ticker: MCD Security ID: 580135101
Meeting Date: MAY 23, 2019 Meeting Type: Annual

Record Date: MAR 25, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Lloyd Dean	For	For	Management
1b	Elect Director Stephen Easterbrook	For	For	Management
1c	Elect Director Robert Eckert	For	For	Management
1d	Elect Director Margaret Georgiadis	For	For	Management
1e	Elect Director Enrique Hernandez, Jr.	For	For	Management
1f	Elect Director Richard Lenny	For	For	Management
1g	Elect Director John Mulligan	For	For	Management
1h	Elect Director Sheila Penrose	For	For	Management
1i	Elect Director John Rogers, Jr.	For	For	Management
1j	Elect Director Paul Walsh	For	For	Management
1k	Elect Director Miles White	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Ernst & Young LLP as Auditor	For	For	Management
4	Change Range for Size of the Board	For	For	Management
5	Provide Right to Act by Written Consent	Against	For	Shareholder

MEDTRONIC PLC

Ticker: MDT Security ID: G5960L103
Meeting Date: DEC 07, 2018 Meeting Type: Annual
Record Date: OCT 09, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Elect Director Richard H. Anderson	For	For	Management
1b	Elect Director Craig Arnold	For	For	Management
1c	Elect Director Scott C. Donnelly	For	For	Management
1d	Elect Director Randall J. Hogan, III	For	For	Management
1e	Elect Director Omar Ishrak	For	For	Management
1f	Elect Director Michael O. Leavitt	For	For	Management
1g	Elect Director James T. Lenehan	For	For	Management
1h	Elect Director Elizabeth G. Nabel	For	For	Management
1i	Elect Director Denise M. O'Leary	For	For	Management
1j	Elect Director Kendall J. Powell	For	For	Management
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

MERCK & CO., INC.

Ticker: MRK Security ID: 58933Y105
Meeting Date: MAY 28, 2019 Meeting Type: Annual
Record Date: MAR 29, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Leslie A. Brun	For	For	Management
1b	Elect Director Thomas R. Cech	For	For	Management
1c	Elect Director Mary Ellen Coe	For	For	Management
1d	Elect Director Pamela J. Craig	For	For	Management
1e	Elect Director Kenneth C. Frazier	For	For	Management
1f	Elect Director Thomas H. Glocer	For	For	Management
1g	Elect Director Rochelle B. Lazarus	For	For	Management
1h	Elect Director Paul B. Rothman	For	For	Management
1i	Elect Director Patricia F. Russo	For	For	Management
1j	Elect Director Inge G. Thulin	For	For	Management
1k	Elect Director Wendell P. Weeks	For	For	Management
1l	Elect Director Peter C. Wendell	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Approve Omnibus Stock Plan	For	For	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
5	Require Independent Board Chairman	Against	Against	Shareholder
6	Adopt Policy Disclosing Rationale Behind Approval of Sale of Compensation Shares by a Senior Executive During a Buyback	Against	Against	Shareholder
7	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	Against	For	Shareholder

METLIFE, INC.

Ticker: MET Security ID: 59156R108
Meeting Date: JUN 18, 2019 Meeting Type: Annual
Record Date: APR 22, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Cheryl W. Grise	For	For	Management
1b	Elect Director Carlos M. Gutierrez	For	For	Management
1c	Elect Director Gerald L. Hassell	For	For	Management
1d	Elect Director David L. Herzog	For	For	Management
1e	Elect Director R. Glenn Hubbard	For	For	Management
1f	Elect Director Edward J. Kelly, III	For	For	Management
1g	Elect Director William E. Kennard	For	For	Management
1h	Elect Director Michel A. Khalaf	For	For	Management
1i	Elect Director James M. Kilts	For	For	Management
1j	Elect Director Catherine R. Kinney	For	For	Management
1k	Elect Director Diana L. McKenzie	For	For	Management
1l	Elect Director Denise M. Morrison	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

MICROCHIP TECHNOLOGY INCORPORATED

Ticker: MCHP Security ID: 595017104
Meeting Date: AUG 14, 2018 Meeting Type: Annual
Record Date: JUN 21, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Steve Sanghi	For	For	Management
1.2	Elect Director Matthew W. Chapman	For	For	Management
1.3	Elect Director L.B. Day	For	For	Management
1.4	Elect Director Esther L. Johnson	For	For	Management
1.5	Elect Director Wade F. Meyercord	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

MICROSOFT CORP.

Ticker: MSFT Security ID: 594918104
Meeting Date: NOV 28, 2018 Meeting Type: Annual
Record Date: SEP 26, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director William H. Gates, III	For	For	Management
1.2	Elect Director Reid G. Hoffman	For	For	Management
1.3	Elect Director Hugh F. Johnston	For	For	Management
1.4	Elect Director Teri L. List-Stoll	For	For	Management
1.5	Elect Director Satya Nadella	For	For	Management
1.6	Elect Director Charles H. Noski	For	For	Management
1.7	Elect Director Helmut Panke	For	For	Management
1.8	Elect Director Sandra E. Peterson	For	For	Management
1.9	Elect Director Penny S. Pritzker	For	For	Management
1.10	Elect Director Charles W. Scharf	For	For	Management
1.11	Elect Director Arne M. Sorenson	For	For	Management
1.12	Elect Director John W. Stanton	For	For	Management
1.13	Elect Director John W. Thompson	For	For	Management
1.14	Elect Director Padmasree Warrior	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management

MOLSON COORS BREWING COMPANY

Ticker: TAP Security ID: 60871R209
Meeting Date: MAY 22, 2019 Meeting Type: Annual
Record Date: MAR 28, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Roger G. Eaton	For	For	Management
1.2	Elect Director Charles M. Herington	For	For	Management
1.3	Elect Director H. Sanford Riley	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

NISOURCE INC.

Ticker: NI Security ID: 65473P105
Meeting Date: MAY 07, 2019 Meeting Type: Annual
Record Date: MAR 12, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Peter A. Altabef	For	For	Management
1b	Elect Director Theodore H. Bunting, Jr.	For	For	Management
1c	Elect Director Eric L. Butler	For	For	Management
1d	Elect Director Aristides S. Candris	For	For	Management
1e	Elect Director Wayne S. DeVeydt	For	For	Management
1f	Elect Director Joseph Hamrock	For	For	Management
1g	Elect Director Deborah A. Henretta	For	For	Management
1h	Elect Director Michael E. Jesanis	For	For	Management
1i	Elect Director Kevin T. Kabat	For	For	Management
1j	Elect Director Carolyn Y. Woo	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditor	For	For	Management
4	Increase Authorized Common Stock	For	For	Management
5	Amend Certificate of Incorporation to Provide Directors May Be Removed With or Without Cause	For	For	Management
6	Amend Qualified Employee Stock Purchase Plan	For	For	Management
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Shareholder

NUTRIEN LTD.

Ticker: NTR Security ID: 67077M108
Meeting Date: JUL 19, 2018 Meeting Type: Annual
Record Date: JUN 06, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Christopher M. Burley	For	For	Management

1.2	Elect Director Maura J. Clark	For	For	Management
1.3	Elect Director John W. Estey	For	For	Management
1.4	Elect Director David C. Everitt	For	For	Management
1.5	Elect Director Russell K. Girling	For	For	Management
1.6	Elect Director Gerald W. Grandey	For	For	Management
1.7	Elect Director Miranda C. Hubbs	For	For	Management
1.8	Elect Director Alice D. Laberge	For	For	Management
1.9	Elect Director Consuelo E. Madere	For	For	Management
1.10	Elect Director Charles "Chuck" V. Magro	For	For	Management
1.11	Elect Director Keith G. Martell	For	For	Management
1.12	Elect Director A. Anne McLellan	For	For	Management
1.13	Elect Director Derek G. Pannell	For	For	Management
1.14	Elect Director Aaron W. Regent	For	For	Management
1.15	Elect Director Mayo M. Schmidt	For	For	Management
1.16	Elect Director Jochen E. Tilk	For	For	Management
2	Approve Re-appointment of KPMG LLP as Auditors	For	For	Management
3	Approve Stock Option Plan and Grant of Stock Options	For	For	Management
4	Advisory Vote on Executive Compensation Approach	For	For	Management

NUTRIEN LTD.

Ticker: NTR Security ID: 67077M108
Meeting Date: MAY 09, 2019 Meeting Type: Annual
Record Date: MAR 22, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Christopher M. Burley	For	For	Management
1.2	Elect Director Maura J. Clark	For	For	Management
1.3	Elect Director John W. Estey	For	For	Management
1.4	Elect Director David C. Everitt	For	For	Management
1.5	Elect Director Russell K. Girling	For	For	Management
1.6	Elect Director Miranda C. Hubbs	For	For	Management
1.7	Elect Director Alice D. Laberge	For	For	Management
1.8	Elect Director Consuelo E. Madere	For	For	Management
1.9	Elect Director Charles V. Magro	For	For	Management
1.10	Elect Director Keith G. Martell	For	For	Management
1.11	Elect Director Aaron W. Regent	For	For	Management
1.12	Elect Director Mayo M. Schmidt	For	For	Management
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	Management
3	Advisory Vote on Executive Compensation Approach	For	For	Management

OCCIDENTAL PETROLEUM CORPORATION

Ticker: OXY Security ID: 674599105
Meeting Date: MAY 10, 2019 Meeting Type: Annual
Record Date: MAR 15, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Spencer Abraham	For	Against	Management
1b	Elect Director Eugene L. Batchelder	For	Against	Management
1c	Elect Director Margaret M. Foran	For	Against	Management
1d	Elect Director Carlos M. Gutierrez	For	Against	Management
1e	Elect Director Vicki Hollub	For	Against	Management
1f	Elect Director William R. Klesse	For	Against	Management
1g	Elect Director Jack B. Moore	For	Against	Management
1h	Elect Director Avedick B. Poladian	For	Against	Management
1i	Elect Director Elisse B. Walter	For	Against	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify KPMG LLP as Auditors	For	For	Management
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Shareholder

ORACLE CORP.

Ticker: ORCL Security ID: 68389X105
Meeting Date: NOV 14, 2018 Meeting Type: Annual
Record Date: SEP 17, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Jeffrey S. Berg	For	Withhold	Management
1.2	Elect Director Michael J. Boskin	For	For	Management
1.3	Elect Director Safra A. Catz	For	For	Management
1.4	Elect Director Bruce R. Chizen	For	Withhold	Management
1.5	Elect Director George H. Conrades	For	Withhold	Management
1.6	Elect Director Lawrence J. Ellison	For	For	Management
1.7	Elect Director Hector Garcia-Molina	For	For	Management
1.8	Elect Director Jeffrey O. Henley	For	For	Management
1.9	Elect Director Mark V. Hurd	For	For	Management
1.10	Elect Director Renee J. James	For	For	Management
1.11	Elect Director Charles W. Moorman, IV	For	For	Management
1.12	Elect Director Leon E. Panetta	For	Withhold	Management
1.13	Elect Director William G. Parrett	For	For	Management
1.14	Elect Director Naomi O. Seligman	For	Withhold	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
3	Ratify Ernst & Young LLP as Auditors	For	For	Management
4	Report on Gender Pay Gap	Against	For	Shareholder
5	Report on Political Contributions	Against	For	Shareholder
6	Report on Lobbying Payments and Policy	Against	For	Shareholder
7	Require Independent Board Chairman	Against	For	Shareholder

PAYCHEX, INC.

Ticker: PAYX Security ID: 704326107
Meeting Date: OCT 11, 2018 Meeting Type: Annual
Record Date: AUG 13, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director B. Thomas Golisano	For	For	Management
1b	Elect Director Thomas F. Bonadio	For	For	Management
1c	Elect Director Joseph G. Doody	For	For	Management
1d	Elect Director David J.S. Flaschen	For	For	Management
1e	Elect Director Pamela A. Joseph	For	For	Management
1f	Elect Director Martin Mucci	For	For	Management
1g	Elect Director Joseph M. Tucci	For	For	Management
1h	Elect Director Joseph M. Velli	For	For	Management
1i	Elect Director Kara Wilson	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management

PEOPLE'S UNITED FINANCIAL, INC.

Ticker: PBCT Security ID: 712704105
Meeting Date: MAY 16, 2019 Meeting Type: Annual
Record Date: MAR 22, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director John P. Barnes	For	For	Management
1b	Elect Director Collin P. Baron	For	For	Management
1c	Elect Director Kevin T. Bottomley	For	For	Management
1d	Elect Director George P. Carter	For	For	Management
1e	Elect Director Jane Chwick	For	For	Management
1f	Elect Director William F. Cruger, Jr.	For	For	Management
1g	Elect Director John K. Dwight	For	For	Management
1h	Elect Director Jerry Franklin	For	For	Management
1i	Elect Director Janet M. Hansen	For	For	Management
1j	Elect Director Nancy McAllister	For	For	Management
1k	Elect Director Mark W. Richards	For	For	Management
1l	Elect Director Kirk W. Walters	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Amend Non-Employee Director Restricted Stock Plan	For	For	Management
4	Ratify KPMG LLP as Auditors	For	For	Management

PEPSICO, INC.

Ticker: PEP Security ID: 713448108
 Meeting Date: MAY 01, 2019 Meeting Type: Annual
 Record Date: MAR 01, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Shona L. Brown	For	For	Management
1b	Elect Director Cesar Conde	For	For	Management
1c	Elect Director Ian Cook	For	For	Management
1d	Elect Director Dina Dublon	For	For	Management
1e	Elect Director Richard W. Fisher	For	For	Management
1f	Elect Director Michelle Gass	For	For	Management
1g	Elect Director William R. Johnson	For	For	Management
1h	Elect Director Ramon Laguarta	For	For	Management
1i	Elect Director David C. Page	For	For	Management
1j	Elect Director Robert C. Pohlrad	For	For	Management
1k	Elect Director Daniel Vasella	For	For	Management
1l	Elect Director Darren Walker	For	For	Management
1m	Elect Director Alberto Weisser	For	For	Management
2	Ratify KPMG LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Eliminate Supermajority Vote Requirement	For	For	Management
5	Require Independent Board Chairman	Against	Against	Shareholder
6	Report on Pesticide Management	Against	Against	Shareholder

PFIZER INC.

Ticker: PFE Security ID: 717081103
 Meeting Date: APR 25, 2019 Meeting Type: Annual
 Record Date: FEB 26, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Ronald E. Blaylock	For	For	Management
1.2	Elect Director Albert Bourla	For	For	Management
1.3	Elect Director W. Don Cornwell	For	For	Management
1.4	Elect Director Joseph J. Echevarria	For	For	Management
1.5	Elect Director Helen H. Hobbs	For	For	Management
1.6	Elect Director James M. Kilts	For	For	Management
1.7	Elect Director Dan R. Littman	For	For	Management
1.8	Elect Director Shantanu Narayen	For	For	Management
1.9	Elect Director Suzanne Nora Johnson	For	For	Management
1.10	Elect Director Ian C. Read	For	For	Management
1.11	Elect Director James C. Smith	For	For	Management
2	Ratify KPMG LLP as Auditor	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Approve Omnibus Stock Plan	For	For	Management
5	Provide Right to Act by Written Consent	Against	Against	Shareholder

6	Report on Lobbying Payments and Policy Against	For	Shareholder
7	Require Independent Board Chairman	Against	Against Shareholder
8	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	Against	For Shareholder

PHILIP MORRIS INTERNATIONAL INC.

Ticker: PM Security ID: 718172109
Meeting Date: MAY 01, 2019 Meeting Type: Annual
Record Date: MAR 08, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Andre Calantzopoulos	For	For	Management
1.2	Elect Director Louis C. Camilleri	For	For	Management
1.3	Elect Director Massimo Ferragamo	For	For	Management
1.4	Elect Director Werner Geissler	For	For	Management
1.5	Elect Director Lisa A. Hook	For	For	Management
1.6	Elect Director Jennifer Li	For	For	Management
1.7	Elect Director Jun Makihara	For	For	Management
1.8	Elect Director Kalpana Morparia	For	For	Management
1.9	Elect Director Lucio A. Noto	For	For	Management
1.10	Elect Director Frederik Paulsen	For	For	Management
1.11	Elect Director Robert B. Polet	For	For	Management
1.12	Elect Director Stephen M. Wolf	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PricewaterhouseCoopers SA as Auditor	For	For	Management

PINNACLE WEST CAPITAL CORPORATION

Ticker: PNW Security ID: 723484101
Meeting Date: MAY 15, 2019 Meeting Type: Annual
Record Date: MAR 08, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Donald E. Brandt	For	For	Management
1.2	Elect Director Denis A. Cortese	For	For	Management
1.3	Elect Director Richard P. Fox	For	For	Management
1.4	Elect Director Michael L. Gallagher	For	For	Management
1.5	Elect Director Dale E. Klein	For	For	Management
1.6	Elect Director Humberto S. Lopez	For	For	Management
1.7	Elect Director Kathryn L. Munro	For	For	Management
1.8	Elect Director Bruce J. Nordstrom	For	For	Management
1.9	Elect Director Paula J. Sims	For	For	Management
1.10	Elect Director James E. Trevathan, Jr.	For	For	Management
1.11	Elect Director David P. Wagener	For	For	Management

2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditor	For	For	Management
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Shareholder

PPL CORPORATION

Ticker: PPL Security ID: 69351T106
Meeting Date: MAY 14, 2019 Meeting Type: Annual
Record Date: FEB 28, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director John W. Conway	For	For	Management
1.2	Elect Director Steven G. Elliott	For	For	Management
1.3	Elect Director Raja Rajamannar	For	For	Management
1.4	Elect Director Craig A. Rogerson	For	For	Management
1.5	Elect Director William H. Spence	For	For	Management
1.6	Elect Director Natica von Althann	For	For	Management
1.7	Elect Director Keith H. Williamson	For	For	Management
1.8	Elect Director Phoebe A. Wood	For	For	Management
1.9	Elect Director Armando Zagalo de Lima	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditor	For	For	Management

PROCTER & GAMBLE CO.

Ticker: PG Security ID: 742718109
Meeting Date: OCT 09, 2018 Meeting Type: Annual
Record Date: AUG 10, 2018

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Francis S. Blake	For	For	Management
1b	Elect Director Angela F. Braly	For	For	Management
1c	Elect Director Amy L. Chang	For	For	Management
1d	Elect Director Kenneth I. Chenault	For	For	Management
1e	Elect Director Scott D. Cook	For	For	Management
1f	Elect Director Joseph Jimenez	For	For	Management
1g	Elect Director Terry J. Lundgren	For	For	Management
1h	Elect Director W. James McNerney, Jr.	For	For	Management
1i	Elect Director Nelson Peltz	For	For	Management
1j	Elect Director David S. Taylor	For	For	Management
1k	Elect Director Margaret C. Whitman	For	For	Management
1l	Elect Director Patricia A. Woertz	For	For	Management
1m	Elect Director Ernesto Zedillo	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management

3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
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PUBLIC STORAGE

Ticker: PSA Security ID: 74460D109
 Meeting Date: APR 24, 2019 Meeting Type: Annual
 Record Date: MAR 01, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Ronald L. Havner, Jr.	For	For	Management
1.2	Elect Director Tamara Hughes Gustavson	For	For	Management
1.3	Elect Director Uri P. Harkham	For	For	Management
1.4	Elect Director Leslie S. Heisz	For	For	Management
1.5	Elect Director B. Wayne Hughes, Jr.	For	For	Management
1.6	Elect Director Avedick B. Poladian	For	For	Management
1.7	Elect Director Gary E. Pruitt	For	For	Management
1.8	Elect Director John Reyes	For	For	Management
1.9	Elect Director Joseph D. Russell, Jr.	For	For	Management
1.10	Elect Director Ronald P. Spogli	For	For	Management
1.11	Elect Director Daniel C. Staton	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
3	Ratify Ernst & Young LLP as Auditors	For	For	Management

QUALCOMM, INC.

Ticker: QCOM Security ID: 747525103
 Meeting Date: MAR 12, 2019 Meeting Type: Annual
 Record Date: JAN 14, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Barbara T. Alexander	For	For	Management
1b	Elect Director Mark Fields	For	For	Management
1c	Elect Director Jeffrey W. Henderson	For	For	Management
1d	Elect Director Ann M. Livermore	For	For	Management
1e	Elect Director Harish Manwani	For	For	Management
1f	Elect Director Mark D. McLaughlin	For	For	Management
1g	Elect Director Steve Mollenkopf	For	For	Management
1h	Elect Director Clark T. "Sandy" Randt, Jr.	For	For	Management
1i	Elect Director Francisco Ros	For	For	Management
1j	Elect Director Irene B. Rosenfeld	For	For	Management
1k	Elect Director Neil Smit	For	For	Management
1l	Elect Director Anthony J. Vinciguerra	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named	For	For	Management

Executive Officers' Compensation

RAYTHEON COMPANY

Ticker: RTN Security ID: 755111507
Meeting Date: MAY 30, 2019 Meeting Type: Annual
Record Date: APR 02, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Tracy A. Atkinson	For	For	Management
1b	Elect Director Robert E. Beauchamp	For	For	Management
1c	Elect Director Adriane M. Brown	For	For	Management
1d	Elect Director Stephen J. Hadley	For	For	Management
1e	Elect Director Thomas A. Kennedy	For	For	Management
1f	Elect Director Letitia A. Long	For	For	Management
1g	Elect Director George R. Oliver	For	For	Management
1h	Elect Director Dinesh C. Paliwal	For	For	Management
1i	Elect Director Ellen M. Pawlikowski	For	For	Management
1j	Elect Director William R. Spivey	For	For	Management
1k	Elect Director Marta R. Stewart	For	For	Management
1l	Elect Director James A. Winnefeld, Jr.	For	For	Management
1m	Elect Director Robert O. Work	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Approve Omnibus Stock Plan	For	For	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management

RELIANCE STEEL & ALUMINUM CO.

Ticker: RS Security ID: 759509102
Meeting Date: MAY 15, 2019 Meeting Type: Annual
Record Date: MAR 25, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Sarah J. Anderson	For	For	Management
1b	Elect Director Karen W. Colonias	For	For	Management
1c	Elect Director John G. Figueroa	For	For	Management
1d	Elect Director David H. Hannah	For	For	Management
1e	Elect Director Mark V. Kaminski	For	For	Management
1f	Elect Director Robert A. McEvoy	For	For	Management
1g	Elect Director Gregg J. Mollins	For	For	Management
1h	Elect Director Andrew G. Sharkey, III	For	For	Management
1i	Elect Director Douglas W. Stotlar	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify KPMG LLP as Auditors	For	For	Management

REPUBLIC SERVICES, INC.

Ticker: RSG Security ID: 760759100
Meeting Date: MAY 17, 2019 Meeting Type: Annual
Record Date: MAR 19, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Manuel Kadre	For	For	Management
1b	Elect Director Tomago Collins	For	For	Management
1c	Elect Director Thomas W. Handley	For	For	Management
1d	Elect Director Jennifer M. Kirk	For	For	Management
1e	Elect Director Michael Larson	For	For	Management
1f	Elect Director Kim S. Pegula	For	For	Management
1g	Elect Director Ramon A. Rodriguez	For	For	Management
1h	Elect Director Donald W. Slager	For	For	Management
1i	Elect Director James P. Snee	For	For	Management
1j	Elect Director John M. Trani	For	For	Management
1k	Elect Director Sandra M. Volpe	For	For	Management
1l	Elect Director Katharine B. Weymouth	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Ernst & Young LLP as Auditor	For	For	Management
4	Report on Political Contributions	Against	For	Shareholder

ROYAL DUTCH SHELL PLC

Ticker: RDSB Security ID: 780259206
Meeting Date: MAY 21, 2019 Meeting Type: Annual
Record Date: APR 09, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Accept Financial Statements and Statutory Reports	For	For	Management
2	Approve Remuneration Report	For	For	Management
3	Elect Neil Carson as Director	For	For	Management
4	Re-elect Ben van Beurden as Director	For	For	Management
5	Re-elect Ann Godbehere as Director	For	For	Management
6	Re-elect Euleen Goh as Director	For	For	Management
7	Re-elect Charles Holliday as Director	For	For	Management
8	Re-elect Catherine Hughes as Director	For	For	Management
9	Re-elect Gerard Kleisterlee as Director	For	For	Management
10	Re-elect Roberto Setubal as Director	For	For	Management
11	Re-elect Sir Nigel Sheinwald as Director	For	For	Management
12	Re-elect Linda Stuntz as Director	For	For	Management
13	Re-elect Jessica Uhl as Director	For	For	Management
14	Re-elect Gerrit Zalm as Director	For	For	Management
15	Reappoint Ernst & Young LLP as Auditors	For	For	Management

16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	Management
17	Authorise Issue of Equity	For	For	Management
18	Authorise Issue of Equity without Pre-emptive Rights	For	For	Management
19	Adopt New Articles of Association	For	For	Management
20	Authorise Market Purchase of Ordinary Shares	For	For	Management
21	Authorise EU Political Donations and Expenditure	For	For	Management
22	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	Against	Against	Shareholder

TARGET CORPORATION

Ticker: TGT Security ID: 87612E106
Meeting Date: JUN 12, 2019 Meeting Type: Annual
Record Date: APR 15, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Roxanne S. Austin	For	For	Management
1b	Elect Director Douglas M. Baker, Jr.	For	For	Management
1c	Elect Director George S. Barrett	For	For	Management
1d	Elect Director Brian C. Cornell	For	For	Management
1e	Elect Director Calvin Darden	For	For	Management
1f	Elect Director Henrique De Castro	For	For	Management
1g	Elect Director Robert L. Edwards	For	For	Management
1h	Elect Director Melanie L. Healey	For	For	Management
1i	Elect Director Donald R. Knauss	For	For	Management
1j	Elect Director Monica C. Lozano	For	For	Management
1k	Elect Director Mary E. Minnick	For	For	Management
1l	Elect Director Kenneth L. Salazar	For	For	Management
1m	Elect Director Dmitri L. Stockton	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Amend Proxy Access Right	Against	For	Shareholder

TEXAS INSTRUMENTS INCORPORATED

Ticker: TXN Security ID: 882508104
Meeting Date: APR 25, 2019 Meeting Type: Annual
Record Date: FEB 25, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Mark A. Blinn	For	For	Management
1b	Elect Director Todd M. Bluedorn	For	For	Management

1c	Elect Director Janet F. Clark	For	For	Management
1d	Elect Director Carrie S. Cox	For	For	Management
1e	Elect Director Martin S. Craighead	For	For	Management
1f	Elect Director Jean M. Hobby	For	For	Management
1g	Elect Director Ronald Kirk	For	For	Management
1h	Elect Director Pamela H. Patsley	For	For	Management
1i	Elect Director Robert E. Sanchez	For	For	Management
1j	Elect Director Richard K. Templeton	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Ernst & Young LLP as Auditors	For	For	Management

THE BOEING COMPANY

Ticker: BA Security ID: 097023105
Meeting Date: APR 29, 2019 Meeting Type: Annual
Record Date: FEB 28, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Robert A. Bradway	For	For	Management
1b	Elect Director David L. Calhoun	For	For	Management
1c	Elect Director Arthur D. Collins, Jr.	For	For	Management
1d	Elect Director Edmund P. Giambastiani, Jr.	For	For	Management
1e	Elect Director Lynn J. Good	For	For	Management
1f	Elect Director Nikki R. Haley	For	For	Management
1g	Elect Director Lawrence W. Kellner	For	For	Management
1h	Elect Director Caroline B. Kennedy	For	For	Management
1i	Elect Director Edward M. Liddy	For	For	Management
1j	Elect Director Dennis A. Muilenburg	For	For	Management
1k	Elect Director Susan C. Schwab	For	For	Management
1l	Elect Director Ronald A. Williams	For	For	Management
1m	Elect Director Mike S. Zafirovski	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
4	Report on Lobbying Payments and Policy	Against	For	Shareholder
5	Adjust Executive Compensation Metrics for Share Buybacks	Against	Against	Shareholder
6	Require Independent Board Chairman	Against	For	Shareholder
7	Amend Proxy Access Right	Against	For	Shareholder
8	Adopt Share Retention Policy for Senior Executives	Against	For	Shareholder

THE COCA-COLA COMPANY

Ticker: KO Security ID: 191216100

Meeting Date: APR 24, 2019 Meeting Type: Annual
 Record Date: FEB 25, 2019

#	Proposal	Mgt Rec	Vote	Cast	Sponsor
1.1	Elect Director Herbert A. Allen	For	For	For	Management
1.2	Elect Director Ronald W. Allen	For	For	For	Management
1.3	Elect Director Marc Bolland	For	For	For	Management
1.4	Elect Director Ana Botin	For	For	For	Management
1.5	Elect Director Christopher C. Davis	For	For	For	Management
1.6	Elect Director Barry Diller	For	For	For	Management
1.7	Elect Director Helene D. Gayle	For	For	For	Management
1.8	Elect Director Alexis M. Herman	For	For	For	Management
1.9	Elect Director Robert A. Kotick	For	For	For	Management
1.10	Elect Director Maria Elena Lagomasino	For	For	For	Management
1.11	Elect Director James Quincey	For	For	For	Management
1.12	Elect Director Caroline J. Tsay	For	For	For	Management
1.13	Elect Director David B. Weinberg	For	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Management
3	Ratify Ernst & Young LLP as Auditor	For	For	For	Management
4	Require Independent Board Chairman	Against	Against	Against	Shareholder
5	Report on the Health Impacts and Risks of Sugar in the Company's Products	Against	Against	Against	Shareholder

THE HOME DEPOT, INC.

Ticker: HD Security ID: 437076102
 Meeting Date: MAY 23, 2019 Meeting Type: Annual
 Record Date: MAR 25, 2019

#	Proposal	Mgt Rec	Vote	Cast	Sponsor
1a	Elect Director Gerard J. Arpey	For	For	For	Management
1b	Elect Director Ari Bousbib	For	For	For	Management
1c	Elect Director Jeffery H. Boyd	For	For	For	Management
1d	Elect Director Gregory D. Brenneman	For	For	For	Management
1e	Elect Director J. Frank Brown	For	For	For	Management
1f	Elect Director Albert P. Carey	For	For	For	Management
1g	Elect Director Helena B. Foulkes	For	For	For	Management
1h	Elect Director Linda R. Gooden	For	For	For	Management
1i	Elect Director Wayne M. Hewett	For	For	For	Management
1j	Elect Director Manuel Kadre	For	For	For	Management
1k	Elect Director Stephanie C. Linnartz	For	For	For	Management
1l	Elect Director Craig A. Menear	For	For	For	Management
2	Ratify KPMG LLP as Auditors	For	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Management
4	Prepare Employment Diversity Report and Report on Diversity Policies	Against	For	For	Shareholder
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	Shareholder
6	Report on Prison Labor in the Supply	Against	For	For	Shareholder

Chain

THE TRAVELERS COMPANIES, INC.

Ticker: TRV Security ID: 89417E109
Meeting Date: MAY 22, 2019 Meeting Type: Annual
Record Date: MAR 26, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Alan L. Beller	For	For	Management
1b	Elect Director Janet M. Dolan	For	For	Management
1c	Elect Director Patricia L. Higgins	For	For	Management
1d	Elect Director William J. Kane	For	For	Management
1e	Elect Director Clarence Otis, Jr.	For	For	Management
1f	Elect Director Philip T. "Pete" Ruegger, III	For	For	Management
1g	Elect Director Todd C. Schermerhorn	For	For	Management
1h	Elect Director Alan D. Schnitzer	For	For	Management
1i	Elect Director Donald J. Shepard	For	For	Management
1j	Elect Director Laurie J. Thomsen	For	For	Management
2	Ratify KPMG LLP as Auditor	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Amend Omnibus Stock Plan	For	For	Management
5	Prepare Employment Diversity Report, Including EEOC Data	Against	For	Shareholder

U.S. BANCORP

Ticker: USB Security ID: 902973304
Meeting Date: APR 16, 2019 Meeting Type: Annual
Record Date: FEB 19, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Warner L. Baxter	For	For	Management
1b	Elect Director Dorothy J. Bridges	For	For	Management
1c	Elect Director Elizabeth L. Buse	For	For	Management
1d	Elect Director Marc N. Casper	For	For	Management
1e	Elect Director Andrew Cecere	For	For	Management
1f	Elect Director Arthur D. Collins, Jr.	For	For	Management
1g	Elect Director Kimberly J. Harris	For	For	Management
1h	Elect Director Roland A. Hernandez	For	For	Management
1i	Elect Director Doreen Woo Ho	For	For	Management
1j	Elect Director Olivia F. Kirtley	For	For	Management
1k	Elect Director Karen S. Lynch	For	For	Management
1l	Elect Director Richard P. McKenney	For	For	Management
1m	Elect Director Yusuf I. Mehdi	For	For	Management
1n	Elect Director David B. O'Maley	For	For	Management

1o	Elect Director O'dell M. Owens	For	For	Management
1p	Elect Director Craig D. Schnuck	For	For	Management
1q	Elect Director Scott W. Wine	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

UNITED PARCEL SERVICE, INC.

Ticker: UPS Security ID: 911312106
Meeting Date: MAY 09, 2019 Meeting Type: Annual
Record Date: MAR 11, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director David P. Abney	For	For	Management
1b	Elect Director Rodney C. Adkins	For	For	Management
1c	Elect Director Michael J. Burns	For	For	Management
1d	Elect Director William R. Johnson	For	For	Management
1e	Elect Director Ann M. Livermore	For	For	Management
1f	Elect Director Rudy H.P. Markham	For	For	Management
1g	Elect Director Franck J. Moison	For	For	Management
1h	Elect Director Clark "Sandy" T. Randt, Jr.	For	For	Management
1i	Elect Director Christiana Smith Shi	For	For	Management
1j	Elect Director John T. Stankey	For	For	Management
1k	Elect Director Carol B. Tome	For	For	Management
1l	Elect Director Kevin M. Warsh	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Report on Lobbying Payments and Policy Against	For	For	Shareholder
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	Shareholder
5	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	Against	Against	Shareholder

UNITED TECHNOLOGIES CORPORATION

Ticker: UTX Security ID: 913017109
Meeting Date: APR 29, 2019 Meeting Type: Annual
Record Date: FEB 28, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Lloyd J. Austin, III	For	For	Management
1b	Elect Director Diane M. Bryant	For	For	Management
1c	Elect Director John V. Faraci	For	For	Management
1d	Elect Director Jean-Pierre Garnier	For	For	Management

1e	Elect Director Gregory J. Hayes	For	For	Management
1f	Elect Director Christopher J. Kearney	For	For	Management
1g	Elect Director Ellen J. Kullman	For	For	Management
1h	Elect Director Marshall O. Larsen	For	For	Management
1i	Elect Director Harold W. McGraw, III	For	For	Management
1j	Elect Director Margaret L. O'Sullivan	For	For	Management
1k	Elect Director Denise L. Ramos	For	For	Management
1l	Elect Director Fredric G. Reynolds	For	For	Management
1m	Elect Director Brian C. Rogers	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	Management
4	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	For	For	Management
5	Ratify The Reduced Ownership Threshold to Call a Special Meeting	For	For	Management

UNITEDHEALTH GROUP INCORPORATED

Ticker: UNH Security ID: 91324P102
Meeting Date: JUN 03, 2019 Meeting Type: Annual
Record Date: APR 09, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director William C. Ballard, Jr.	For	For	Management
1b	Elect Director Richard T. Burke	For	For	Management
1c	Elect Director Timothy P. Flynn	For	For	Management
1d	Elect Director Stephen J. Hemsley	For	For	Management
1e	Elect Director Michele J. Hooper	For	For	Management
1f	Elect Director F. William McNabb, III	For	For	Management
1g	Elect Director Valerie C. Montgomery Rice	For	For	Management
1h	Elect Director John H. Noseworthy	For	For	Management
1i	Elect Director Glenn M. Renwick	For	For	Management
1j	Elect Director David S. Wichmann	For	For	Management
1k	Elect Director Gail R. Wilensky	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
4	Amend Proxy Access Right	Against	For	Shareholder

VERIZON COMMUNICATIONS INC.

Ticker: VZ Security ID: 92343V104
Meeting Date: MAY 02, 2019 Meeting Type: Annual

Record Date: MAR 04, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Shellye L. Archambeau	For	For	Management
1.2	Elect Director Mark T. Bertolini	For	For	Management
1.3	Elect Director Vittorio Colao	For	For	Management
1.4	Elect Director Melanie L. Healey	For	For	Management
1.5	Elect Director Clarence Otis, Jr.	For	For	Management
1.6	Elect Director Daniel H. Schulman	For	For	Management
1.7	Elect Director Rodney E. Slater	For	For	Management
1.8	Elect Director Kathryn A. Tesija	For	For	Management
1.9	Elect Director Hans E. Vestberg	For	For	Management
1.10	Elect Director Gregory G. Weaver	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Eliminate Above-Market Earnings in Executive Retirement Plans	Against	For	Shareholder
5	Require Independent Board Chairman	Against	Against	Shareholder
6	Report on Online Child Exploitation	Against	For	Shareholder
7	Assess Feasibility of Cyber Security and Data Privacy as a Performance Measure for Senior Executive Compensation	Against	Against	Shareholder
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	Shareholder

WALMART INC.

Ticker: WMT Security ID: 931142103
Meeting Date: JUN 05, 2019 Meeting Type: Annual
Record Date: APR 12, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Cesar Conde	For	For	Management
1b	Elect Director Stephen "Steve" J. Easterbrook	For	For	Management
1c	Elect Director Timothy "Tim" P. Flynn	For	For	Management
1d	Elect Director Sarah J. Friar	For	For	Management
1e	Elect Director Carla A. Harris	For	For	Management
1f	Elect Director Thomas "Tom" W. Horton	For	For	Management
1g	Elect Director Marissa A. Mayer	For	For	Management
1h	Elect Director C. Douglas "Doug" McMillon	For	For	Management
1i	Elect Director Gregory "Greg" B. Penner	For	For	Management
1j	Elect Director Steven "Steve" S Reinemund	For	For	Management
1k	Elect Director S. Robson "Rob" Walton	For	For	Management
1l	Elect Director Stuart L. Walton	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

3	Ratify Ernst & Young LLP as Auditors	For	For	Management
4	Report on Sexual Harassment	Against	For	Shareholder
5	Provide for Cumulative Voting	Against	For	Shareholder

WASTE MANAGEMENT, INC.

Ticker: WM Security ID: 94106L109
Meeting Date: MAY 14, 2019 Meeting Type: Annual
Record Date: MAR 19, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Frank M. Clark, Jr.	For	For	Management
1b	Elect Director James C. Fish, Jr.	For	For	Management
1c	Elect Director Andres R. Gluski	For	For	Management
1d	Elect Director Patrick W. Gross	For	For	Management
1e	Elect Director Victoria M. Holt	For	For	Management
1f	Elect Director Kathleen M. Mazzarella	For	For	Management
1g	Elect Director John C. Pope	For	For	Management
1h	Elect Director Thomas H. Weidemeyer	For	For	Management
2	Ratify Ernst & Young LLP as Auditor	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	Against	For	Shareholder

WATSCO, INC.

Ticker: WSO Security ID: 942622200
Meeting Date: JUN 03, 2019 Meeting Type: Annual
Record Date: APR 05, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Brian E. Keeley	For	For	Management
1.2	Elect Director Steven "Slava" Rubin	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
3	Ratify KPMG LLP as Auditor	For	For	Management

WEC ENERGY GROUP, INC.

Ticker: WEC Security ID: 92939U106
Meeting Date: MAY 02, 2019 Meeting Type: Annual
Record Date: FEB 21, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
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1.1	Elect Director Barbara L. Bowles	For	For	Management
1.2	Elect Director Albert J. Budney, Jr.	For	For	Management
1.3	Elect Director Patricia W. Chadwick	For	For	Management
1.4	Elect Director Curt S. Culver	For	For	Management
1.5	Elect Director Danny L. Cunningham	For	For	Management
1.6	Elect Director William M. Farrow, III	For	For	Management
1.7	Elect Director Thomas J. Fischer	For	For	Management
1.8	Elect Director J. Kevin Fletcher	For	For	Management
1.9	Elect Director Gale E. Klappa	For	For	Management
1.10	Elect Director Henry W. Knueppel	For	For	Management
1.11	Elect Director Allen L. Leverett	For	For	Management
1.12	Elect Director Ulice Payne, Jr.	For	For	Management
1.13	Elect Director Mary Ellen Stanek	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditor	For	For	Management

WELLS FARGO & COMPANY

Ticker: WFC Security ID: 949746101
Meeting Date: APR 23, 2019 Meeting Type: Annual
Record Date: FEB 26, 2019

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director John D. Baker, II	For	For	Management
1b	Elect Director Celeste A. Clark	For	For	Management
1c	Elect Director Theodore F. Craver, Jr.	For	For	Management
1d	Elect Director Elizabeth A. "Betsy" Duke	For	For	Management
1e	Elect Director Wayne M. Hewett	For	For	Management
1f	Elect Director Donald M. James	For	For	Management
1g	Elect Director Maria R. Morris	For	For	Management
1h	Elect Director Juan A. Pujadas	For	For	Management
1i	Elect Director James H. Quigley	For	For	Management
1j	Elect Director Ronald L. Sargent	For	For	Management
1k	Elect Director C. Allen Parker	For	For	Management
1l	Elect Director Suzanne M. Vautrinot	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Amend Omnibus Stock Plan	For	For	Management
4	Ratify KPMG LLP as Auditors	For	For	Management
5	Report on Incentive-Based Compensation and Risks of Material Losses	Against	For	Shareholder
6	Report on Global Median Gender Pay Gap	Against	For	Shareholder

WELLTOWER INC.

Ticker: WELL Security ID: 95040Q104

Meeting Date: MAY 02, 2019 Meeting Type: Annual
Record Date: MAR 05, 2019

#	Proposal	Mgt Rec	Vote	Cast	Sponsor
1a	Elect Director Kenneth J. Bacon		For	For	Management
1b	Elect Director Thomas J. DeRosa		For	For	Management
1c	Elect Director Karen B. DeSalvo		For	For	Management
1d	Elect Director Jeffrey H. Donahue		For	For	Management
1e	Elect Director Timothy J. Naughton		For	For	Management
1f	Elect Director Sharon M. Oster		For	For	Management
1g	Elect Director Sergio D. Rivera		For	For	Management
1h	Elect Director Johnese M. Spisso		For	For	Management
1i	Elect Director Kathryn M. Sullivan		For	For	Management
1j	Elect Director R. Scott Trumbull		For	For	Management
1k	Elect Director Gary Whitelaw		For	For	Management
2	Ratify Ernst & Young LLP as Auditor		For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	Management