

Proxy Voting Record

Meeting Date Range: 01-Jul-2020 To 30-Jun-2021

Selected Accounts

NIKE, INC.

Security:	654106103	Meeting Type:	Annual
Ticker:	NKE	Meeting Date:	17-Sep-2020
ISIN	US6541061031	Vote Deadline Date:	16-Sep-2020
Agenda	935256378	Management	Total Ballot Shares: 23338
Last Vote Date:	21-Aug-2020		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Class B Director: Alan B. Graf, Jr.	For	None	18639	0	0	0
2	Election of Class B Director: Peter B. Henry	For	None	18639	0	0	0
3	Election of Class B Director: Michelle A. Peluso	For	None	18639	0	0	0
4	To approve executive compensation by an advisory vote.	For	None	0	18639	0	0
5	To ratify the appointment of PricewaterhouseCoopers LLP as independent registered public accounting firm.	For	None	18639	0	0	0
6	To approve the Nike, Inc. Stock Incentive Plan, as amended and restated.	For	None	18639	0	0	0
7	To consider a shareholder proposal regarding political contributions disclosure.	Against	None	0	18639	0	0

Proxy Voting Record

ALIBABA GROUP HOLDING LIMITED

Security:	01609W102	Meeting Type:	Annual
Ticker:	BABA	Meeting Date:	30-Sep-2020
ISIN	US01609W1027	Vote Deadline Date:	21-Sep-2020
Agenda	935265086	Management	Total Ballot Shares: 27892
Last Vote Date:	04-Sep-2020		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Amend and restate the Company's Memorandum and Articles of Association to expressly permit completely virtual shareholders' meetings and reflect such updates as are detailed in the proxy statement and set forth in Exhibit A thereto.	For	None	9707	0	0	0
2	Election of Director: MAGGIE WEI WU (To serve for a three year term or until such director's successor is elected or appointed and duly qualified).	For	None	9707	0	0	0
3	Election of Director: KABIR MISRA (To serve for a three year term or until such director's successor is elected or appointed and duly qualified).	For	None	9707	0	0	0
4	Election of Director: WALTER TEH MING KWAI (To serve for a three year term or until such director's successor is elected or appointed and duly qualified).	For	None	9707	0	0	0
5	Ratify the appointment of PricewaterhouseCoopers as the independent registered public accounting firm of the Company for the fiscal year ending March 31, 2021.	For	None	9707	0	0	0

Proxy Voting Record

THE PROCTER & GAMBLE COMPANY

Security:	742718109		Meeting Type:	Annual
Ticker:	PG		Meeting Date:	13-Oct-2020
ISIN	US7427181091		Vote Deadline Date:	12-Oct-2020
Agenda	935264969	Management	Total Ballot Shares:	37465
Last Vote Date:	21-Sep-2020			

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	ELECTION OF DIRECTOR: Francis S. Blake	For	None	15840	0	0	0
2	ELECTION OF DIRECTOR: Angela F. Braly	For	None	15840	0	0	0
3	ELECTION OF DIRECTOR: Amy L. Chang	For	None	15840	0	0	0
4	ELECTION OF DIRECTOR: Joseph Jimenez	For	None	15840	0	0	0
5	ELECTION OF DIRECTOR: Debra L. Lee	For	None	15840	0	0	0
6	ELECTION OF DIRECTOR: Terry J. Lundgren	For	None	15840	0	0	0
7	ELECTION OF DIRECTOR: Christine M. McCarthy	For	None	15840	0	0	0
8	ELECTION OF DIRECTOR: W. James McNerney, Jr.	For	None	15840	0	0	0
9	ELECTION OF DIRECTOR: Nelson Peltz	For	None	15840	0	0	0
10	ELECTION OF DIRECTOR: David S. Taylor	For	None	15840	0	0	0
11	ELECTION OF DIRECTOR: Margaret C. Whitman	For	None	15840	0	0	0
12	ELECTION OF DIRECTOR: Patricia A. Woertz	For	None	15840	0	0	0
13	Ratify Appointment of the Independent Registered Public Accounting Firm.	For	None	15840	0	0	0
14	Advisory Vote to Approve the Company's Executive Compensation (the "Say on Pay" vote).	For	None	15840	0	0	0
15	Approval of The Procter & Gamble Company International Stock Ownership Plan, As Amended and Restated.	For	None	15840	0	0	0
16	Shareholder Proposal - Report on Efforts to Eliminate Deforestation.	Against	None	0	15840	0	0
17	Shareholder Proposal - Annual Report on Diversity.	Against	None	0	15840	0	0

Proxy Voting Record

MICROSOFT CORPORATION

Security:	594918104		Meeting Type:	Annual
Ticker:	MSFT		Meeting Date:	02-Dec-2020
ISIN	US5949181045		Vote Deadline Date:	01-Dec-2020
Agenda	935284478	Management	Total Ballot Shares:	121855
Last Vote Date:	10-Nov-2020			

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Reid G. Hoffman	For	None	27789	0	0	0
2	Election of Director: Hugh F. Johnston	For	None	27789	0	0	0
3	Election of Director: Teri L. List-Stoll	For	None	27789	0	0	0
4	Election of Director: Satya Nadella	For	None	27789	0	0	0
5	Election of Director: Sandra E. Peterson	For	None	27789	0	0	0
6	Election of Director: Penny S. Pritzker	For	None	27789	0	0	0
7	Election of Director: Charles W. Scharf	For	None	27789	0	0	0
8	Election of Director: Arne M. Sorenson	For	None	27789	0	0	0
9	Election of Director: John W. Stanton	For	None	27789	0	0	0
10	Election of Director: John W. Thompson	For	None	27789	0	0	0
11	Election of Director: Emma N. Walmsley	For	None	27789	0	0	0
12	Election of Director: Padmasree Warrior	For	None	27789	0	0	0
13	Advisory vote to approve named executive officer compensation.	For	None	27789	0	0	0
14	Ratification of Deloitte & Touche LLP as our independent auditor for fiscal year 2021.	For	None	27789	0	0	0
15	Shareholder Proposal - Report on Employee Representation on Board of Directors.	Against	None	0	27789	0	0

Proxy Voting Record

MEDTRONIC PLC

Security:	G5960L103	Meeting Type:	Annual
Ticker:	MDT	Meeting Date:	11-Dec-2020
ISIN	IE00BTN1Y115	Vote Deadline Date:	10-Dec-2020
Agenda	935288286	Total Ballot Shares:	36823
Last Vote Date:	19-Nov-2020		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Richard H. Anderson	For	None	20148	0	0	0
2	Election of Director: Craig Arnold	For	None	20148	0	0	0
3	Election of Director: Scott C. Donnelly	For	None	20148	0	0	0
4	Election of Director: Andrea J. Goldsmith, Ph.D.	For	None	20148	0	0	0
5	Election of Director: Randall J. Hogan, III	For	None	20148	0	0	0
6	Election of Director: Michael O. Leavitt	For	None	20148	0	0	0
7	Election of Director: James T. Lenehan	For	None	20148	0	0	0
8	Election of Director: Kevin E. Lofton	For	None	20148	0	0	0
9	Election of Director: Geoffrey S. Martha	For	None	20148	0	0	0
10	Election of Director: Elizabeth G. Nabel, M.D.	For	None	20148	0	0	0
11	Election of Director: Denise M. O'Leary	For	None	20148	0	0	0
12	Election of Director: Kendall J. Powell	For	None	20148	0	0	0
13	To ratify, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2021 and to authorize, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	For	None	20148	0	0	0
14	To approve, in a non-binding advisory vote, named executive officer compensation (a "Say-on-Pay" vote).	For	None	20148	0	0	0
15	To renew the Board's authority to issue shares.	For	None	20148	0	0	0
16	To renew the Board's authority to opt out of pre-emption rights.	For	None	20148	0	0	0

Proxy Voting Record

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
17	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	For	None	20148	0	0	0

Proxy Voting Record

VISA INC.

Security: 92826C839	Meeting Type: Annual
Ticker: V	Meeting Date: 26-Jan-2021
ISIN: US92826C8394	Vote Deadline Date: 25-Jan-2021
Agenda: 935315576 Management	Total Ballot Shares: 44103
Last Vote Date: 06-Jan-2021	

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Lloyd A. Carney	For	None	13713	0	0	0
2	Election of Director: Mary B. Cranston	For	None	13713	0	0	0
3	Election of Director: Francisco Javier Fernández-Carbajal	For	None	13713	0	0	0
4	Election of Director: Alfred F. Kelly, Jr.	For	None	13713	0	0	0
5	Election of Director: Ramon Laguarta	For	None	13713	0	0	0
6	Election of Director: John F. Lundgren	For	None	13713	0	0	0
7	Election of Director: Robert W. Matschullat	For	None	13713	0	0	0
8	Election of Director: Denise M. Morrison	For	None	13713	0	0	0
9	Election of Director: Suzanne Nora Johnson	For	None	13713	0	0	0
10	Election of Director: Linda J. Rendle	For	None	13713	0	0	0
11	Election of Director: John A. C. Swainson	For	None	13713	0	0	0
12	Election of Director: Maynard G. Webb, Jr.	For	None	13713	0	0	0
13	Approval, on an advisory basis, of compensation paid to our named executive officers.	For	None	13713	0	0	0
14	Ratification of the appointment of KPMG LLP as our independent registered public accounting firm for the 2021 fiscal year.	For	None	13713	0	0	0
15	Approval of the Visa Inc. 2007 Equity Incentive Compensation Plan, as amended and restated.	For	None	13713	0	0	0
16	Approval of an amendment to our Certificate of Incorporation to enable the adoption of a special meeting right for Class A common stockholders.	For	None	13713	0	0	0
17	To vote on a stockholder proposal requesting stockholders' right to act by written consent, if properly presented.	Against	None	0	13713	0	0

Proxy Voting Record

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
18	To vote on a stockholder proposal to amend our principles of executive compensation program, if properly presented.	Against	None	0	13713	0	0

Proxy Voting Record

APPLE INC.

Security:	037833100		Meeting Type:	Annual
Ticker:	AAPL		Meeting Date:	23-Feb-2021
ISIN	US0378331005		Vote Deadline Date:	22-Feb-2021
Agenda	935323167	Management	Total Ballot Shares:	115991
Last Vote Date:	29-Jan-2021			

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: James Bell	For	None	47290	0	0	0
2	Election of Director: Tim Cook	For	None	47290	0	0	0
3	Election of Director: Al Gore	For	None	47290	0	0	0
4	Election of Director: Andrea Jung	For	None	47290	0	0	0
5	Election of Director: Art Levinson	For	None	47290	0	0	0
6	Election of Director: Monica Lozano	For	None	47290	0	0	0
7	Election of Director: Ron Sugar	For	None	47290	0	0	0
8	Election of Director: Sue Wagner	For	None	47290	0	0	0
9	Ratification of the appointment of Ernst & Young LLP as Apple's independent registered public accounting firm for fiscal 2021.	For	None	47290	0	0	0
10	Advisory vote to approve executive compensation.	For	None	47290	0	0	0
11	A shareholder proposal entitled "Shareholder Proxy Access Amendments".	Against	None	0	47290	0	0
12	A shareholder proposal entitled "Shareholder Proposal to Improve Executive Compensation Program".	Against	None	0	47290	0	0

Proxy Voting Record

STARBUCKS CORPORATION

Security:	855244109		Meeting Type:	Annual
Ticker:	SBUX		Meeting Date:	17-Mar-2021
ISIN	US8552441094		Vote Deadline Date:	16-Mar-2021
Agenda	935326935	Management	Total Ballot Shares:	52055
Last Vote Date:	23-Feb-2021			

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Richard E. Allison, Jr.	For	None	21782	0	0	0
2	Election of Director: Rosalind G. Brewer (Withdrawn)	For	None	21782	0	0	0
3	Election of Director: Andrew Champion	For	None	21782	0	0	0
4	Election of Director: Mary N. Dillon	For	None	21782	0	0	0
5	Election of Director: Isabel Ge Mahe	For	None	21782	0	0	0
6	Election of Director: Mellody Hobson	For	None	21782	0	0	0
7	Election of Director: Kevin R. Johnson	For	None	21782	0	0	0
8	Election of Director: Jørgen Vig Knudstorp	For	None	21782	0	0	0
9	Election of Director: Satya Nadella	For	None	21782	0	0	0
10	Election of Director: Joshua Cooper Ramo	For	None	21782	0	0	0
11	Election of Director: Clara Shih	For	None	21782	0	0	0
12	Election of Director: Javier G. Teruel	For	None	21782	0	0	0
13	Advisory resolution to approve our executive officer compensation.	For	None	0	21782	0	0
14	Ratification of selection of Deloitte & Touche LLP as our independent registered public accounting firm for fiscal 2021.	For	None	21782	0	0	0
15	Employee Board Representation.	Against	None	0	21782	0	0

Proxy Voting Record

JOHNSON & JOHNSON

Security:	478160104	Meeting Type:	Annual
Ticker:	JNJ	Meeting Date:	22-Apr-2021
ISIN	US4781601046	Vote Deadline Date:	21-Apr-2021
Agenda	935345214	Total Ballot Shares:	24916
Last Vote Date:	01-Apr-2021		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Mary C. Beckerle	For	None	19781	0	0	0
2	Election of Director: D. Scott Davis	For	None	19781	0	0	0
3	Election of Director: Ian E. L. Davis	For	None	19781	0	0	0
4	Election of Director: Jennifer A. Doudna	For	None	19781	0	0	0
5	Election of Director: Alex Gorsky	For	None	19781	0	0	0
6	Election of Director: Marilyn A. Hewson	For	None	19781	0	0	0
7	Election of Director: Hubert Joly	For	None	19781	0	0	0
8	Election of Director: Mark B. McClellan	For	None	19781	0	0	0
9	Election of Director: Anne M. Mulcahy	For	None	19781	0	0	0
10	Election of Director: Charles Prince	For	None	19781	0	0	0
11	Election of Director: A. Eugene Washington	For	None	19781	0	0	0
12	Election of Director: Mark A. Weinberger	For	None	19781	0	0	0
13	Election of Director: Nadja Y. West	For	None	19781	0	0	0
14	Election of Director: Ronald A. Williams	For	None	19781	0	0	0
15	Advisory Vote to Approve Named Executive Officer Compensation.	For	None	0	19781	0	0
16	Ratification of Appointment of PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm for 2021.	For	None	19781	0	0	0
17	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics.	Against	None	0	19781	0	0
18	Independent Board Chair.	Against	None	0	19781	0	0
19	Civil Rights Audit.	Against	None	19781	0	0	0

Proxy Voting Record

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
20	Executive Compensation Bonus Deferral.	Against	None	19781	0	0	0

Proxy Voting Record

ELI LILLY AND COMPANY

Security:	532457108		Meeting Type:	Annual
Ticker:	LLY		Meeting Date:	03-May-2021
ISIN	US5324571083		Vote Deadline Date:	30-Apr-2021
Agenda	935355354	Management	Total Ballot Shares:	18023
Last Vote Date:	07-Apr-2021			

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director to serve a three year term: K. Baicker, Ph.D.	For	None	16242	0	0	0
2	Election of Director to serve a three year term: J.E. Fyrwald	For	None	16242	0	0	0
3	Election of Director to serve a three year term: J. Jackson	For	None	16242	0	0	0
4	Election of Director to serve a three year term: G. Sulzberger	For	None	16242	0	0	0
5	Election of Director to serve a three year term: J.P. Tai	For	None	16242	0	0	0
6	Approval, on an advisory basis, of the compensation paid to the company's named executive officers.	For	None	16242	0	0	0
7	Ratification of the appointment of Ernst & Young LLP as the independent auditor for 2021.	For	None	16242	0	0	0
8	Approval of amendments to the company's Articles of Incorporation to eliminate the classified board structure.	For	None	16242	0	0	0
9	Approval of amendments to the company's Articles of Incorporation to eliminate supermajority voting provisions.	For	None	16242	0	0	0
10	Shareholder proposal to disclose direct and indirect lobbying activities and expenditures.	Against	None	0	16242	0	0
11	Shareholder proposal to amend the bylaws to require an independent board chair.	Against	None	0	16242	0	0
12	Shareholder proposal to implement a bonus deferral policy.	Against	None	16242	0	0	0

Proxy Voting Record

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
13	Shareholder proposal to disclose clawbacks on executive incentive compensation due to misconduct.	Against	None	16242	0	0	0

Proxy Voting Record

PEPSICO, INC.

Security:	713448108		Meeting Type:	Annual
Ticker:	PEP		Meeting Date:	05-May-2021
ISIN	US7134481081		Vote Deadline Date:	04-May-2021
Agenda	935355342	Management	Total Ballot Shares:	20158
Last Vote Date:	10-Apr-2021			

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Segun Agbaje	For	None	12129	0	0	0
2	Election of Director: Shona L. Brown	For	None	12129	0	0	0
3	Election of Director: Cesar Conde	For	None	12129	0	0	0
4	Election of Director: Ian Cook	For	None	12129	0	0	0
5	Election of Director: Dina Dublon	For	None	12129	0	0	0
6	Election of Director: Michelle Gass	For	None	12129	0	0	0
7	Election of Director: Ramon L. Laguarta	For	None	12129	0	0	0
8	Election of Director: Dave Lewis	For	None	12129	0	0	0
9	Election of Director: David C. Page	For	None	12129	0	0	0
10	Election of Director: Robert C. Pohlad	For	None	12129	0	0	0
11	Election of Director: Daniel Vasella	For	None	12129	0	0	0
12	Election of Director: Darren Walker	For	None	12129	0	0	0
13	Election of Director: Alberto Weisser	For	None	12129	0	0	0
14	Ratification of the appointment of KPMG LLP as the Company's independent registered public accounting firm for fiscal year 2021.	For	None	12129	0	0	0
15	Advisory approval of the Company's executive compensation.	For	None	12129	0	0	0
16	Shareholder Proposal - Special Shareholder Meeting Vote Threshold.	Against	None	12129	0	0	0
17	Shareholder Proposal - Report on Sugar and Public Health.	Against	None	0	12129	0	0
18	Shareholder Proposal - Report on External Public Health Costs.	Against	None	0	12129	0	0

Proxy Voting Record

UNION PACIFIC CORPORATION

Security:	907818108	Meeting Type:	Annual	
Ticker:	UNP	Meeting Date:	13-May-2021	
ISIN	US9078181081	Vote Deadline Date:	12-May-2021	
Agenda	935364947	Management	Total Ballot Shares:	17458
Last Vote Date:	22-Apr-2021			

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Andrew H. Card Jr.	For	None	7317	0	0	0
2	Election of Director: William J. DeLaney	For	None	7317	0	0	0
3	Election of Director: David B. Dillon	For	None	7317	0	0	0
4	Election of Director: Lance M. Fritz	For	None	7317	0	0	0
5	Election of Director: Deborah C. Hopkins	For	None	7317	0	0	0
6	Election of Director: Jane H. Lute	For	None	7317	0	0	0
7	Election of Director: Michael R. McCarthy	For	None	7317	0	0	0
8	Election of Director: Thomas F. McLarty III	For	None	7317	0	0	0
9	Election of Director: Jose H. Villarreal	For	None	7317	0	0	0
10	Election of Director: Christopher J. Williams	For	None	7317	0	0	0
11	Ratification of the appointment of Deloitte & Touche LLP as the independent registered public accounting firm of the Company for 2021.	For	None	7317	0	0	0
12	An advisory vote to approve executive compensation ("Say on Pay").	For	None	7317	0	0	0
13	Adoption of the Union Pacific Corporation 2021 Stock Incentive Plan.	For	None	7317	0	0	0
14	Adoption of the Union Pacific Corporation 2021 Employee Stock Purchase Plan.	For	None	7317	0	0	0
15	Shareholder proposal requesting an EEO-1 Report Disclosure, if properly presented at the Annual Meeting.	Against	None	7317	0	0	0
16	Shareholder proposal requesting an Annual Diversity and Inclusion Efforts Report, if properly presented at the Annual Meeting.	Against	None	7317	0	0	0

Proxy Voting Record

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
17	Shareholder proposal requesting an Annual Emissions Reduction Plan & annual advisory vote on Emissions Reduction Plan, if properly presented at the Annual Meeting.	Against	None	0	7317	0	0

Proxy Voting Record

UNITED PARCEL SERVICE, INC.

Security:	911312106		Meeting Type:	Annual
Ticker:	UPS		Meeting Date:	13-May-2021
ISIN	US9113121068		Vote Deadline Date:	12-May-2021
Agenda	935365002	Management	Total Ballot Shares:	12996
Last Vote Date:	22-Apr-2021			

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director to serve until the 2022 Annual Meeting: Carol B. Tomé	For	None	12996	0	0	0
2	Election of Director to serve until the 2022 Annual Meeting: Rodney C. Adkins	For	None	12996	0	0	0
3	Election of Director to serve until the 2022 Annual Meeting: Eva C. Boratto	For	None	12996	0	0	0
4	Election of Director to serve until the 2022 Annual Meeting: Michael J. Burns	For	None	12996	0	0	0
5	Election of Director to serve until the 2022 Annual Meeting: Wayne M. Hewett	For	None	12996	0	0	0
6	Election of Director to serve until the 2022 Annual Meeting: Angela Hwang	For	None	12996	0	0	0
7	Election of Director to serve until the 2022 Annual Meeting: Kate E. Johnson	For	None	12996	0	0	0
8	Election of Director to serve until the 2022 Annual Meeting: William R. Johnson	For	None	12996	0	0	0
9	Election of Director to serve until the 2022 Annual Meeting: Ann M. Livermore	For	None	12996	0	0	0
10	Election of Director to serve until the 2022 Annual Meeting: Franck J. Moison	For	None	12996	0	0	0
11	Election of Director to serve until the 2022 Annual Meeting: Christiana Smith Shi	For	None	12996	0	0	0
12	Election of Director to serve until the 2022 Annual Meeting: Russell Stokes	For	None	12996	0	0	0
13	Election of Director to serve until the 2022 Annual Meeting: Kevin Warsh	For	None	12996	0	0	0
14	To approve on an advisory basis a resolution on UPS executive compensation.	For	None	12996	0	0	0

Proxy Voting Record

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
15	To approve the 2021 UPS Omnibus Incentive Compensation Plan.	For	None	12996	0	0	0
16	To ratify the appointment of Deloitte & Touche LLP as UPS's independent registered public accounting firm for the year ending December 31, 2021.	For	None	12996	0	0	0
17	To prepare an annual report on UPS's lobbying activities.	Against	None	0	12996	0	0
18	To reduce the voting power of UPS class A stock from 10 votes per share to one vote per share.	Against	None	12996	0	0	0
19	To prepare a report on reducing UPS's total contribution to climate change.	Against	None	12996	0	0	0
20	To transition UPS to a public benefit corporation.	Against	None	0	12996	0	0
21	To prepare a report assessing UPS's diversity and inclusion efforts.	Against	None	12996	0	0	0

Proxy Voting Record

AMGEN INC.

Security:	031162100	Meeting Type:	Annual
Ticker:	AMGN	Meeting Date:	18-May-2021
ISIN	US0311621009	Vote Deadline Date:	17-May-2021
Agenda	935375382	Management	Total Ballot Shares: 9578
Last Vote Date:	21-Apr-2021		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director for a term of office expiring at the 2022 annual meeting: Dr. Wanda M. Austin	For	None	9578	0	0	0
2	Election of Director for a term of office expiring at the 2022 annual meeting: Mr. Robert A. Bradway	For	None	9578	0	0	0
3	Election of Director for a term of office expiring at the 2022 annual meeting: Dr. Brian J. Druker	For	None	9578	0	0	0
4	Election of Director for a term of office expiring at the 2022 annual meeting: Mr. Robert A. Eckert	For	None	9578	0	0	0
5	Election of Director for a term of office expiring at the 2022 annual meeting: Mr. Greg C. Garland	For	None	9578	0	0	0
6	Election of Director for a term of office expiring at the 2022 annual meeting: Mr. Charles M. Holley, Jr.	For	None	9578	0	0	0
7	Election of Director for a term of office expiring at the 2022 annual meeting: Dr. Tyler Jacks	For	None	9578	0	0	0
8	Election of Director for a term of office expiring at the 2022 annual meeting: Ms. Ellen J. Kullman	For	None	9578	0	0	0
9	Election of Director for a term of office expiring at the 2022 annual meeting: Ms. Amy E. Miles	For	None	9578	0	0	0
10	Election of Director for a term of office expiring at the 2022 annual meeting: Dr. Ronald D. Sugar	For	None	9578	0	0	0
11	Election of Director for a term of office expiring at the 2022 annual meeting: Dr. R. Sanders Williams	For	None	9578	0	0	0
12	Advisory vote to approve our executive compensation.	For	None	9578	0	0	0
13	To ratify the selection of Ernst & Young LLP as our independent registered public accountants for the fiscal year ending December 31, 2021.	For	None	9578	0	0	0

Proxy Voting Record

HONEYWELL INTERNATIONAL INC.

Security:	438516106		Meeting Type:	Annual
Ticker:	HON		Meeting Date:	21-May-2021
ISIN	US4385161066		Vote Deadline Date:	20-May-2021
Agenda	935374861	Management	Total Ballot Shares:	21868
Last Vote Date:	28-Apr-2021			

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Darius Adamczyk	For	None	12300	0	0	0
2	Election of Director: Duncan B. Angove	For	None	12300	0	0	0
3	Election of Director: William S. Ayer	For	None	12300	0	0	0
4	Election of Director: Kevin Burke	For	None	12300	0	0	0
5	Election of Director: D. Scott Davis	For	None	12300	0	0	0
6	Election of Director: Deborah Flint	For	None	12300	0	0	0
7	Election of Director: Judd Gregg	For	None	12300	0	0	0
8	Election of Director: Grace D. Lieblein	For	None	12300	0	0	0
9	Election of Director: Raymond T. Odierno	For	None	12300	0	0	0
10	Election of Director: George Paz	For	None	12300	0	0	0
11	Election of Director: Robin L. Washington	For	None	12300	0	0	0
12	Advisory Vote to Approve Executive Compensation.	For	None	12300	0	0	0
13	Approval of Independent Accountants.	For	None	12300	0	0	0
14	Shareholder Right To Act By Written Consent.	Against	None	0	12300	0	0

Proxy Voting Record

CHEVRON CORPORATION

Security: 166764100	Meeting Type: Annual
Ticker: CVX	Meeting Date: 26-May-2021
ISIN: US1667641005	Vote Deadline Date: 25-May-2021
Agenda: 935390132 Management	Total Ballot Shares: 44124
Last Vote Date: 06-May-2021	

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Wanda M. Austin	For	None	29599	0	0	0
2	Election of Director: John B. Frank	For	None	29599	0	0	0
3	Election of Director: Alice P. Gast	For	None	29599	0	0	0
4	Election of Director: Enrique Hernandez, Jr.	For	None	29599	0	0	0
5	Election of Director: Marilyn A. Hewson	For	None	29599	0	0	0
6	Election of Director: Jon M. Huntsman Jr.	For	None	29599	0	0	0
7	Election of Director: Charles W. Moorman IV	For	None	29599	0	0	0
8	Election of Director: Dambisa F. Moyo	For	None	29599	0	0	0
9	Election of Director: Debra Reed-Klages	For	None	29599	0	0	0
10	Election of Director: Ronald D. Sugar	For	None	29599	0	0	0
11	Election of Director: D. James Umpleby III	For	None	29599	0	0	0
12	Election of Director: Michael K. Wirth	For	None	29599	0	0	0
13	Ratification of Appointment of PricewaterhouseCoopers LLP as Independent Registered Public Accounting Firm.	For	None	29599	0	0	0
14	Advisory Vote to Approve Named Executive Officer Compensation.	For	None	29599	0	0	0
15	Reduce Scope 3 Emissions.	Against	None	0	29599	0	0
16	Report on Impacts of Net Zero 2050 Scenario.	Against	None	29599	0	0	0
17	Shift to Public Benefit Corporation.	Against	None	0	29599	0	0
18	Report on Lobbying.	Against	None	0	29599	0	0
19	Independent Chair.	Against	None	0	29599	0	0
20	Special Meetings.	Against	None	0	29599	0	0

Proxy Voting Record

FACEBOOK, INC.

Security:	30303M102	Meeting Type:	Annual
Ticker:	FB	Meeting Date:	26-May-2021
ISIN	US30303M1027	Vote Deadline Date:	25-May-2021
Agenda	935395891 Management	Total Ballot Shares:	23040
Last Vote Date:	11-May-2021		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	DIRECTOR	For	None				
	1 Peggy Alford			11838	0	0	0
	2 Marc L. Andreessen			11838	0	0	0
	3 Andrew W. Houston			11838	0	0	0
	4 Nancy Killefer			11838	0	0	0
	5 Robert M. Kimmitt			11838	0	0	0
	6 Sheryl K. Sandberg			11838	0	0	0
	7 Peter A. Thiel			11838	0	0	0
	8 Tracey T. Travis			11838	0	0	0
	9 Mark Zuckerberg			11838	0	0	0
2	To ratify the appointment of Ernst & Young LLP as Facebook, Inc.'s independent registered public accounting firm for the fiscal year ending December 31, 2021.	For	None	11838	0	0	0
3	To approve an amendment to the director compensation policy.	For	None	11838	0	0	0
4	A shareholder proposal regarding dual class capital structure.	Against	None	11838	0	0	0
5	A shareholder proposal regarding an independent chair.	Against	None	0	11838	0	0
6	A shareholder proposal regarding child exploitation.	Against	None	11838	0	0	0
7	A shareholder proposal regarding human/civil rights expert on board.	Against	None	11838	0	0	0
8	A shareholder proposal regarding platform misuse.	Against	None	11838	0	0	0
9	A shareholder proposal regarding public benefit corporation.	Against	None	0	11838	0	0

Proxy Voting Record

TAIWAN SEMICONDUCTOR MFG. CO. LTD.

Security:	874039100	Meeting Type:	Annual
Ticker:	TSM	Meeting Date:	08-Jun-2021
ISIN	US8740391003	Vote Deadline Date:	01-Jun-2021
Agenda	935435049	Management	Total Ballot Shares: 42102
Last Vote Date:	18-May-2021		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	To accept 2020 Business Report and Financial Statements.	For	None	33973	0	0	0
2	Based on recent amendments to the "Template of Procedures for Election of Director" by the Taiwan Stock Exchange, to approve amendments to the ballot format requirement for election of Directors set forth in TSMC's "Rules for Election of Directors".	For	None	33973	0	0	0
3	To approve the issuance of employee restricted stock awards for year 2021.	For	None	33973	0	0	0
4	DIRECTOR	For	None				
	1 Mark Liu*			33973	0	0	0
	2 C.C. Wei*			33973	0	0	0
	3 F.C. Tseng*			33973	0	0	0
	4 Ming-Hsin Kung*+			33973	0	0	0
	5 Sir Peter L. Bonfield#			33973	0	0	0
	6 Kok-Choo Chen#			33973	0	0	0
	7 Michael R. Splinter#			33973	0	0	0
	8 Moshe N. Gavrielov#			33973	0	0	0
	9 Yancey Hai#			33973	0	0	0
	10 L. Rafael Reif#			33973	0	0	0