

AGENDA
REGULAR BOARD MEETING
MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)

One McInnis Parkway, 1st Floor
Retirement Board Chambers
San Rafael, CA

June 10, 2020 – 9:00 a.m.

This meeting will be held via teleconference pursuant to Executive Order N-25-20, issued by Governor Newsom on March 12, 2020, Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, and Executive Order N-35-20, issued by Governor Newsom on March 21, 2020.

The public may listen to and observe the meeting on YouTube at <https://youtu.be/w9bDKkZP88Y>.

If members of the public wish to comment, those comments may be submitted to MCERA via email at MCERABoard@marincounty.org. This account will be monitored prior to and for the duration of the meeting. If the comment pertains to a particular agenda item, please identify that item number and the comment will be read to the Board during that discussion. Otherwise, the comment will be read under Item A, Open Time for Public Expression. All public comments submitted before or during the meeting that pertain to topics within the jurisdiction of the MCERA Board and otherwise comply with MCERA guidelines will be read in open session and kept as part of the permanent record.

The Board of Retirement encourages a respectful presentation of public views to the Board. The Board, staff and public are expected to be polite and courteous, and refrain from questioning the character or motives of others. Please help create an atmosphere of respect during Board meetings.

EVENT CALENDAR 9 a.m. Regular Board Meeting

CALL TO ORDER

ROLL CALL

A. OPEN TIME FOR PUBLIC EXPRESSION

Note: The public may also address the Board regarding any agenda item when the Board considers the item.

Open time for public expression, from three to five minutes per speaker, on items not on the Board Agenda. While members of the public are welcome to address the Board during this time on matters within the Board's jurisdiction, except as otherwise permitted by the Ralph M. Brown Act (Government Code Sections 54950 et seq.), no deliberation or action may be taken by the Board concerning a non-agenda item.

Members of the Board may (1) briefly respond to statements made or questions posed by persons addressing the Board, (2) ask a question for clarification, or (3) provide a reference to staff for factual information.

B. BOARD OF RETIREMENT MATTERS

1. Administrator's Report
 - b. Administrator's Update
 - c. Staffing update
 - d. Facility Use Report
 - e. Future Meetings
 - June 17, 2020 Investment Committee
 - July 8, 2020 Board
2. Ad Hoc Committee Reports
 - a. Ad Hoc One McInnis Committee
3. Standing Committee Reports
 - a. Audit Committee
 1. Annual Financial Audit Scope of Services & Process – Rosalva Flores, Brown Armstrong
Review and discuss audit process
 2. 2020 Audit Schedule - Rosalva Flores, Partner, Brown Armstrong
Review and discuss schedule of audit activities for 2020
 - b. Governance Committee
 1. Proxy Voting
 - a. Proxy Voting Reports
Proxy voting records of public equity managers for December 31, 2019
 - b. Manager Responses on Proxy Voting Policy Alignment
 2. Governance Risk Report – Institutional Shareholder Services (ISS) – Nathan Worthington and Jack Ferdon
Review and discuss the ISS quarterly Risk Assessment Report
 3. Existing Policies – Standard Review with Proposed Updates
 - a. Conflict of Interest Code (Action)
Consider possible recommendation to Board on update to Code

4. Existing Policies – Standard Review without Proposed Updates
 - a. Proxy Voting and Corporate Governance Policy (Action)
Conduct standard policy review
 - b. Trustee and Staff Travel Expense Policy (Action)
Conduct standard policy review
 - c. Policy Regarding Implementation of Felony Forfeiture Laws (Action)
Conduct standard policy review
- c. Finance and Risk Management Committee
 1. Administrative Budget for Fiscal Year 2020/21 (Action)
Consider and possibly recommend adoption of Administrative Budget for the next fiscal year
 2. Administrative Budget Fiscal Year 2019/20 Quarterly Review
Consider and review expenses for quarter ending March 31, 2020
 3. Non-budgeted Expenses
Consider and review non-budgeted expenses for the quarter
 4. Quarterly Checklist
Consider, review and updates on the following:
 - a. MCERA educational and event-related expenses
 - b. Continuing Trustee Education Log
 - c. Other expenses per Checklist Guidelines
 - d. Variances in the MCERA administrative budget in excess of 10%
 - e. Vendor services provided to MCERA
 - f. MCERA staffing status
 - g. Internal controls, compliance activities and capital calls
 - h. Audits, examinations, investigations or inquiries from governmental agencies
 - i. Other items from the Administrator related to risk and finance
 - j. Form 700 Summary
 5. MCERA Insurance Review
Review, discuss and consider MCERA's insurance coverage
 6. Annual Audit of Financial Statements Update
Update on audit process

6. Trustee Comments

C. NEW BUSINESS

1. Future Meetings

Consider and discuss agenda items for future meetings

D. OTHER INFORMATION

1. Training Calendar

E. CONSENT CALENDAR (Action)

Note on Process: Items designated for information are appropriate for Board action if the Board wishes to take action. Any agenda item from a properly noticed Committee meeting held prior to this Board meeting may be considered by the Board.

Note on Voting: As provided by statute, the Alternate Safety Member votes in the absence of the Elected General or Safety Member, and in the absence of both the Retired and Alternate Retired Members. The Alternate Retired Member votes in the absence of the Elected Retired Member. If both Elected General Members, or the Safety Member and an Elected General Member, are absent, then the Elected Alternate Retired Member may vote in place of one absent Elected General Member.



Agenda material is provided upon request. Requests may be submitted by email to MCERABoard@marincounty.org, or by phone at (415) 473-6147.

MCERA is committed to assuring that its public meetings are accessible to persons with disabilities. If you require American Sign Language interpreters, assistive listening devices or other accommodations to participate in this meeting, these may be requested by calling (415) 499-7331 (voice) or (415) 499-6172 (TTY) at least 72 hours in advance.

The agenda is available on the Internet at <http://www.mcera.org>

B.1 Administrator's Report

This is a discussion with no backup.

B.2 Ad Hoc Committee Reports

This is a discussion with no backup.



Marin County Employees' Retirement Association

Scope of Services Presentation – Proposed Audit Plan to the Audit Committee for the Fiscal Year Ended June 30, 2020

Brown Armstrong Accountancy Corporation

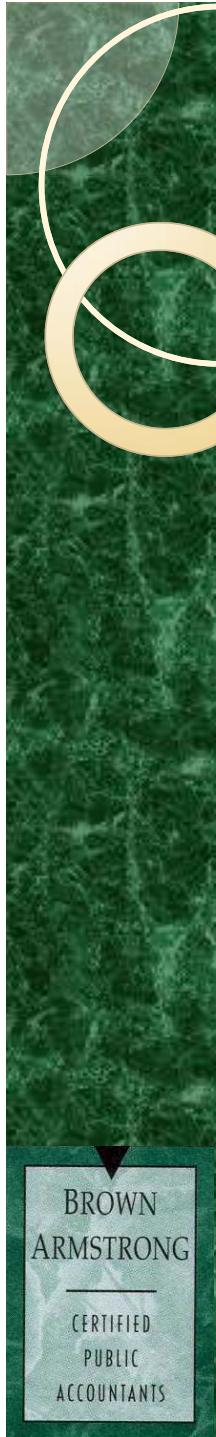
4200 Truxtun Avenue, Suite 300, Bakersfield, CA 93309

1919 Grand Canal Blvd., Suite C6, Stockton, CA 95207

Telephone: (661) 324-4971 Fax: (661) 324-4997 www.bacpas.com

Contact: Rosalva Flores, CPA, Ashley L. Casey, CPA, Colin Lo, CPA

Email: rflores@bacpas.com , acasey@bacpas.com, clo@bacpas.com



May 6, 2020

The Audit Committee
Marin County Employees' Retirement Association
One McInnis Parkway, Suite 100, San Rafael, CA 94903-2764

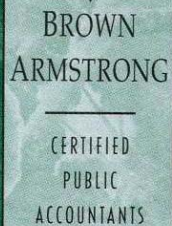
We are pleased to have the opportunity to present to you our plan for the audit of Marin County Employees' Retirement Association (MCERA) for the fiscal year ended June 30, 2020.

This presentation has been prepared to discuss the scope of the audit.

We look forward to presenting this information, addressing your questions, and discussing any other matters of interest to the management of MCERA and the Audit Committee.

Sincerely,

Rosalva Flores, Audit Partner
Ashley L. Casey, Audit Partner
Colin Lo, Audit Manager
Brown Armstrong Accountancy Corporation



BROWN
ARMSTRONG
—
CERTIFIED
PUBLIC
ACCOUNTANTS

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Summary

This document outlines our audit strategy and approach for the June 30, 2020 audit of MCERA and gives the Audit Committee the opportunity to review, discuss, and comment on our plan.

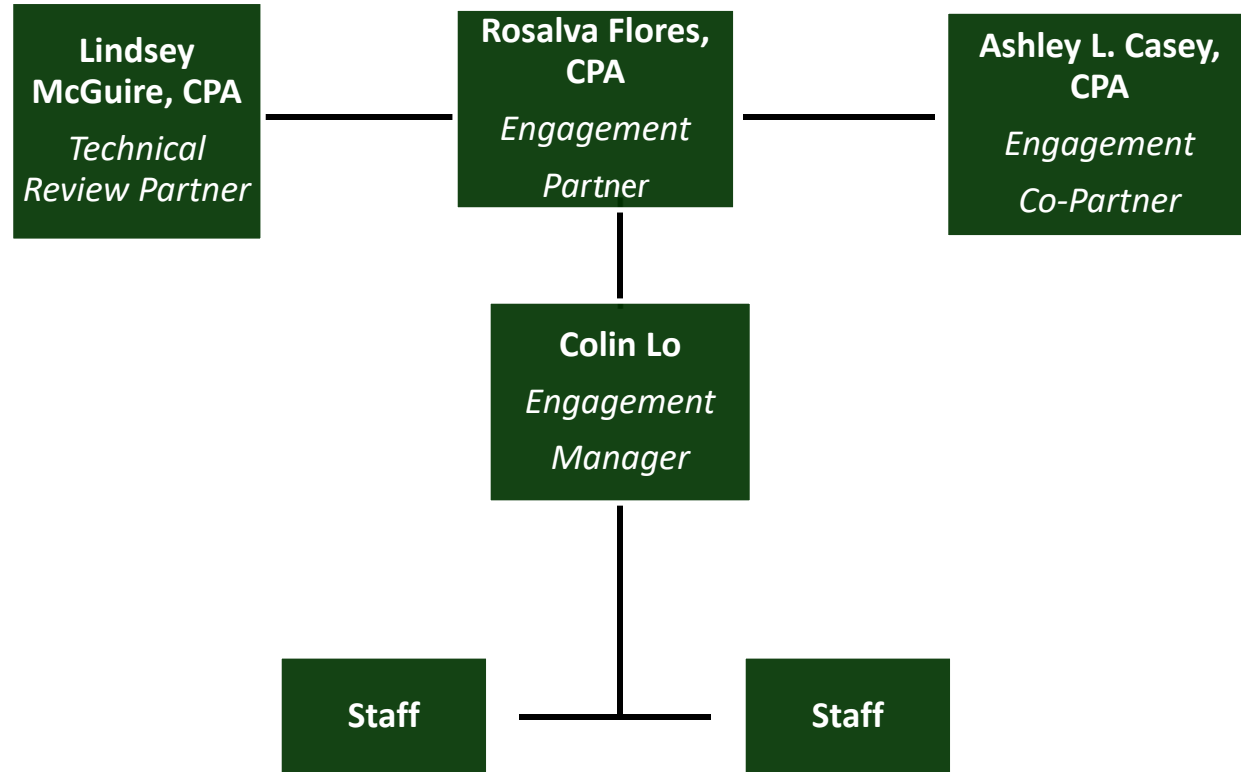
This document provides:

- The engagement team and the proposed audit timeline.
- An overview of our audit approach.
- Plan for continuous, two-way communication and reporting to the Audit Committee and management.
- Management's responsibilities in relation to the audit.
- The reports that will be issued.

Some modifications of the scope of our plan may be required as we execute our audit. We will advise the Audit Committee of any significant changes.



The Engagement Team



2020 Audit Timeline/Critical Dates List

Item	Due Date	Status
PLANNING		
AUDITOR to provide MCERA with populations request	Monday, May 11, 2020	
AUDITOR to provide MCERA with the interim information request and Proforma Financial Statements	Friday, May 22, 2020	
MCERA to provide AUDITOR with Active & Retired populations for confirmations	Friday, May 22, 2020	
AUDITOR to provide MCERA with sample selections for confirmations	Wednesday, May 27, 2020	
Active & Retired Participant, Actuary, and Employer Payroll Confirmations returned to AUDITOR for mailing	Friday, June 5, 2020	
AUDITOR to send out second requests for Participant, Actuary, and Employer Payroll Confirmations	Friday, June 26, 2020	
MCERA to provide AUDITOR with other populations for participant testing	Friday, June 26, 2020	
MCERA to provide AUDITOR with March 31, 2020 Statement of Fiduciary Net Position and Statement of Changes in Fiduciary Net Position	Friday, June 26, 2020	
MCERA to provide updates to walkthroughs for significant transaction classes. (Contributions, Benefit Payments, Investments, Participant Data, Actuarial, Financial Close and Reporting)	Thursday, July 2, 2020	
INTERIM FIELDWORK		
Beginning of interim audit fieldwork. Please have all interim information requested provided to us by this date in electronic format.	Monday, July 6, 2020	
Custodian, Investment Consultant, Investment Manager, Real Estate, Private Equity, Legal, and Securities Lending confirmations returned to AUDITOR for mailing	Monday, July 6, 2020	
AUDITOR to provide MCERA with year-end information request, general questions, and investment inquiries	Friday, July 10, 2020	

2020 Audit Timeline/Critical Dates List

(continued)

Item	Due Date	Status
Interim Exit conference with MCERA management	Friday, July 17, 2020 Time TBD	
Cash and Contribution confirmations returned to AUDITOR for mailing	Wednesday, August 5, 2020	
MCERA to provide changes to the Proforma Financial Statements	Wednesday, August 5, 2020	
FINAL FIELDWORK PLANNING		
Confirmation replies due to the AUDITOR for the following: Custodian, Investment Manager, Terminated Investment Manager, Investment Consultant, Securities Lending, Real Estate, and Private Equity Investments.	Friday, August 14, 2020	
MCERA to provide June 30, 2020 trial balance in electronic format and draft of Statement of Fiduciary Net Position and Statement Changes to AUDITOR and Actuary	Monday, August 17, 2020	
Beginning of final fieldwork at Brown Armstrong's offices. Please provide all final information requested provided to us by this date in electronic format.	Monday, August 17, 2020	
MCERA Audit Committee Meeting – Audit Status Fieldwork Phase	Wednesday, August 19, 2020 12:00 PM	
Confirmation replies due to the AUDITOR for the following: Cash and Contributions	Friday, August 21, 2020	
FINAL FIELDWORK		
Beginning of final fieldwork at MCERA's office. Please provide space for 4 auditors.	Monday, August 24, 2020	
Investment Questionnaire responses due to AUDITOR	Thursday, August 27, 2020	

2020 Audit Timeline/Critical Dates List

(continued)

Item	Due Date	Status
General Questionnaire responses due to AUDITOR	Thursday, August 27, 2020	
Auditor approval for release of final values to the Actuary	Friday, August 28, 2020	
AUDIT WRAP-UP & PRESENTATION		
Audit update conference call with MCERA Management	Friday, September 4, 2020 Time TBD	
MCERA to provide AUDITOR with draft of financial statements, including MD&A and Notes	Thursday, September 17, 2020	
AUDITOR to provide suggested changes or revisions to financial statements	Friday, September 25, 2020	
MCERA to provide AUDITOR with draft of financial statements and supporting notes	Wednesday, September 30, 2020	
AUDITOR to provide suggested changes or revisions to financial statements	Wednesday, October 7, 2020	
MCERA to provide AUDITOR with draft of financial statements	Wednesday, October 14, 2020	
AUDITOR to provide drafts of the following reports to MCERA: Report on Compliance and Internal Control Audit Committee Report (SAS 114 Letter) Letter to Management	Friday, October 16, 2020	
AUDITOR to provide clean draft of Financial Statements prior to GASB 67/68	Wednesday, October 21, 2020	

2020 Audit Timeline/Critical Dates List

(continued)

Item	Due Date	Status
Audit Committee discussion and review of draft financial statements	Wednesday, October 28, 2020 12:00 PM	
MCERA to provide changes on review of draft reports and responses to findings, if any	Friday, October 30, 2020	
MCERA to receive Draft Actuary GASB 67/68 Report	Friday, October 30, 2020	
MCERA to provide AUDITOR with revisions to financial statements to include GASB 67/68 and comments from the Audit Committee Meeting	Friday, November 6, 2020	
AUDITOR to provide suggested changes or revisions to financial statements with GASB 67/68	Wednesday, November 11, 2020	
Confirmation replies due to the AUDITOR for the following: Legal	Monday, November 16, 2020	
MCERA to provide approval of AUDITOR Financial Statement suggestions and any further changes for Draft to be presented at Audit Committee and Quality Control Internal Review	Monday, November 16, 2020	
AUDITOR presentation to MCERA Audit Committee	TBD	
AUDITOR to provide final copies (in email PDF version) of the following reports to MCERA: June 30, 2020 Financial Statements Report on Compliance and Internal Control Audit Committee Report (SAS 114 Letter) Letter to Management	TBD	
AUDITOR to provide 13 "hard copy packets" of the above reports for board meeting and 7 additional bound Financial Statements	Friday, December 4, 2020	
MCERA Board of Retirement acceptance of Audit Reports	Wednesday, December 9, 2020	

Our Audit Objectives

As the auditor for MCERA, we are responsible for reporting on the financial statements of MCERA for the fiscal year ended June 30, 2020. Our engagement is focused on delivering our services at three levels.

For the public and MCERA	Independent opinions and reports that provide assurance on the financial information released by MCERA.
For the Audit Committee/Board of Retirement	Assistance in discharging their fiduciary responsibilities.
For management	Observations and advice on financial reporting, accounting, and internal control issues from our professionals.

Our primary objective is the expression of an opinion on MCERA's financial statements and internal control over financial reporting in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, which includes:

- Obtaining reasonable assurance as to whether the financial statements are prepared in accordance with accounting principles generally accepted in the United States of America and are free of material misstatements, whether caused by error or fraud; and
- Obtaining reasonable assurance about whether effective internal control over financial reporting was maintained in all material respects.

Audit Strategy

Phase I	Phase II	Phase III	Phase IV
Planning	Interim Field Work	Final Field Work	Completion
Familiarize ourselves with operating environment	Assess internal control environment and identify strengths and weaknesses	Plan and perform substantive audit procedures substantiating all amounts and disclosures in the financial statements	Perform completion procedures, including manager, partner, and technical reviews
Perform risk assessment procedures	Perform SAS 99 (fraud evaluation) procedures	Conduct final analytical review	Obtain GASB Statements No. 67 & No. 68 valuation performing completion procedures
Determine planning materiality	Perform walkthroughs of significant audit areas	Consider audit evidence sufficiency	Obtain legal confirmations
Perform preliminary analytical review	Evaluate design and implementation of selected controls	Conclude on critical accounting matters	Draft reports to be issued
Develop the audit plan	Test controls over financial reporting and participant data	Test valuations of fair value investments	Draft and obtain signed management representation letter
Identify significant audit areas and confirmation procedures	Understand accounting and reporting activities	Continually educate staff about upcoming GASB standards/audit regulations that will need to be implemented	Issue auditor's reports and management letter
Determine nature and extent of audit procedures	Conduct exit conference with management to discuss preliminary results based on the test of controls performed	Conduct Exit Conference with management, including a discussion of proposed audit adjustments, internal control and compliance findings, and management letter	Board of Retirement or Audit Committee meeting; Presentation of Audit and Compliance Reports
Audit Committee meeting; Presentation of Scope of Services and Engagement Letter	Reevaluate the progress of the audit and make any changes on audit approach and procedures, if necessary		

Audit Areas of Focus

Significant Risk Areas	Brown Armstrong's Response
Revenue recognition	<ul style="list-style-type: none"> • Test of controls will be performed over contribution amounts as part of participant data • Confirmations from third parties • Other substantive analytics will also be performed
Management override of controls	<ul style="list-style-type: none"> • An understanding of controls over journal entries will be obtained and a sample of individual journal entries will be tested • Inquiries will be performed with individual(s) involved in the financial reporting process, and ensure no inappropriate or unusual activity relating to journal entry processing • Perform walkthroughs of significant audit areas to review adequate segregation of duties

Audit Areas of Focus (continued)

Significant Audit Areas	Brown Armstrong's Response
Investments and related earnings	<ul style="list-style-type: none"> • Walkthrough of controls to be performed • High level analytics to be performed on investment income • Confirmation with custodian, managers, and consultants • Review GASB Statement No. 72 valuation inputs and testing of Level determinations • Obtain audited financial statements and SOC reports
Participant data and actuary	<ul style="list-style-type: none"> • Walkthrough and test of controls • Test participant data, including active and terminated members, and employer payroll <ul style="list-style-type: none"> • Confirm with individual participants, actuary, and employers • GASB Statements No. 67/68 <ul style="list-style-type: none"> • Money-weighted return • Required Supplementary Information (RSI) and Other Information schedules
Employer and employee contributions	<ul style="list-style-type: none"> • Walkthrough and test of controls • Confirm with employers • High level analytics
Benefit payments	<ul style="list-style-type: none"> • Walkthrough and test of controls • Test benefit payments • High level analytics

Planned Audit Approach

- **Investments and Related Earnings**

- **Investments in General**

- Identify all investment accounts and portfolios
- Document our understanding of MCERA's internal controls over investments, including the following:
 - ❖ Establishment of investment policies and guidelines, including asset allocation and securities lending
 - ❖ Hiring and monitoring of asset managers, custodian banks, and other investment consultants
 - ❖ Determining fair values of investments
 - ❖ Account reconciliations and performance reviews
- Review MCERA's investment reconciliations
- Confirm year-end balances, including securities lending activities, with master custodian and asset managers (including trade receivables and payables)
- Select a sample of publicly traded investments and test fair values based on quoted market prices
- Verify accurate identification and financial reporting of deposit and investment risk
- GASB Statement No. 72
 - ❖ Obtain an understanding of management's methodology for classifying investments to comply with GASB Statement No. 72
 - ❖ Obtain investment schedules and disclosures from management and review for adequacy and compliance with GASB Statement No. 72

- **Investments in Derivatives**

- Review investment reports and third-party statements to substantiate the existence of derivatives, if any
- Determine the appropriateness of the methodology used to value derivative investments
- Compare fair values to quoted market prices, if available
- Perform tests of underlying data to determine the reasonableness of fair values for which quoted market prices are not available

Planned Audit Approach (continued)

- **Investments in Real Estate**
 - Review supporting documentation to substantiate the existence of real estate investments
 - Assess the qualifications and nature of the work performed by external appraisal firms in accordance with SAS 73
 - Determine the appropriateness of the methodology used to value real estate investments
 - Compare the most recent real estate appraisals to reported real estate investments
 - Analytically review fair values as compared to prior periods and determine the reasonableness of valuations based on known trends and market conditions
 - Read interim investment reports and inquire of management to determine that outstanding commitments have been properly disclosed in the financial statements

- **Alternative Investments (Direct Investments and Partnerships)**
 - Review supporting documentation, such as partnership agreements, to substantiate the existence of alternative investments
 - Determine the appropriateness of the methodology used to value alternative investments
 - Compare the most recent audited financial statements and other investment reports to reported alternative investments
 - ❖ Consider fair value changes resulting from timing issues, including subsequent contributions and distributions, and propose adjustments as necessary
 - ❖ Analytically review fair values as compared to prior periods and determine the reasonableness of valuations based on known economic and business conditions

Planned Audit Approach (continued)

- **Investment Income and Expenses**
 - Perform analytical procedures over reported balances. Our work should normally cover:
 - ❖ Compare current year operating results with the prior year
 - ❖ Compare key financial and operating ratios with the prior year, the industry, and with each other (e.g., actual, target, and benchmark performances, etc.)
 - ❖ Recalculate investment income and expenses to determine reasonableness
 - Confirm balances with asset managers and custodian bank

- **Participant Data and Employee/Employer Contributions**
 - Document our understanding of MCERA's internal controls over contributions from participating employees and member employers, including the following:
 - Underlying authority for contributions (established law, contracts, and formulas)
 - Select a sample of active members contributing and perform tests of significant internal controls and compliance related to pensionable salary and employee contributions
 - Payment of contributions and related account reconciliations
 - Review MCERA's account reconciliations to determine accuracy and completeness
 - Determine that contributions are consistent with actuarial requirements or plan provisions, as applicable
 - Perform analytical procedures over reported contributions:
 - Compare reported amounts to prior years, considering participation levels and funding requirements
 - Assess the reasonability of contributions based on covered payroll and required contribution rates, as appropriate
 - Confirm contributions and pensionable salaries directly with employers

Planned Audit Approach (continued)

- **Participant Data and Benefit Payments**
 - Document our understanding of MCERA's internal controls over benefit payments, including the following:
 - Underlying authority establishing benefit provisions
 - Process for determining eligibility to receive benefits
 - Determination of benefit amounts based on established formulas/criteria
 - Payment of benefits and related account reconciliations
 - Select a sample of benefit payments and perform tests of significant internal controls and compliance
 - Review MCERA's account reconciliations to determine accuracy and completeness
 - Perform analytical procedures over reported benefits:
 - Compare reported amounts to prior years, considering participation levels, benefit provisions, and inflationary or cost of living adjustment
 - Recalculate benefit payments to determine reasonableness
 - Actuary information
 - Review the actuarial valuation and GASB 67/68 valuation reports provided by the actuarial firm, as it affects the financial statements
 - Determine that actuarial information presented in the Other Information, footnotes to the financial statements, and RSI is consistent with information contained in the actuarial valuation report and determine that the requirements of GASB Statements No. 67/68 have been met
 - Obtain access to the underlying records of the active, inactive, and retired participants to test and verify the accuracy of the underlying data

Proposed Changes in Audit Plan from Prior Year

- Retiree participant testing - Additional attributes related to:
 - Calculation of final average salary
 - Reviewing year-end payroll records to determine new retirees have been removed from active payroll
- IT intrusion testing to be performed by 3rd party - Review results

Reports Expected to be Issued

	<i>Government Auditing Standards</i>		
GAAS Standards			
Independent Auditor's Report (Opinion) on Financial Statements	Required Communication to the Board of Retirement in Accordance with Professional Standards (SAS 114)	Report on MCERA'S Internal Control over Financial Reporting and on Compliance with Laws and Regulations (Yellow Book Report)	Report on Agreed Upon Conditions Designed to Increase Efficiency, Internal Controls, and/or Financial Reporting (Management Letter)

Implementation of New Accounting Pronouncements if Applicable to MCERA for the June 30, 2020 Audit

Standard	Title	Effective Date	Year End Effective Date	Effect on MCERA?
GASB Statement No. 84	<i>Fiduciary Activities</i>	Fiscal years beginning after December 15, 2018	July 1, 2019 – June 30, 2020	Not applicable as MCERA does not have any Fiduciary Funds.
GASB Statement No. 90	<i>Majority Equity Interests – an Amendment of GASB Statements No. 14 and No. 61</i>	Fiscal years beginning after December 15, 2016	July 1, 2019 – June 30, 2020	Not applicable as MCERA does not have component units.

Note: The GASB is considering delaying implementation by one year all statements with an effective date that begins on or after reporting periods beginning after June 15, 2018, as a result of the state and local governments closure of offices due to the pandemic.

Future Accounting Pronouncements

Standard	Title	Effective Date	Year End Effective Date	Effect on MCERA?
GASB Statement No. 87	<i>Leases</i>	Fiscal years beginning after December 15, 2019	July 1, 2020 – June, 30, 2021	Requires the recognition of certain assets and liabilities for leases that were previously classified as operating leases and recognized as inflows or outflows of resources based on the payment provisions of the contract. MCERA's potential impact upon implementation has not been determined.
GASB Statement No. 89	<i>Accounting for Interest Cost Incurred Before the End of a Construction Period</i>	Fiscal years beginning after December 15, 2019	July 1, 2020 – June, 30, 2021	This statement does not apply as MCERA does not account for or report construction.
GASB Statement No. 91	<i>Conduit Debt Obligations</i>	Fiscal years beginning after December 15, 2020	July 1, 2021 – June 30, 2022	This statement does not apply as MCERA does not have debt obligations.
GASB Statement No. 92	<i>Omnibus 2020</i>	The effective dates vary dependent on the various topics and early application is encouraged and is permitted by topic.	The requirements related to the effective date of Statement No. 87 and Implementation Guide 2019-3, reinsurance recoveries, and terminology used to refer to derivative instruments are effective upon issuance. All other topics vary.	This statement was issued to enhance the comparability in accounting and financial reporting and to improve consistency addressing issues identified during implementation and application of certain GASB statements. MCERA's potential impact upon implementation has not been determined.

Questions?

We are looking forward to working closely with you and the management team during the June 30, 2020 audit.

Thank you!

BROWN ARMSTRONG
Certified Public Accountants



Rosalva Flores, CPA



Colin Lo, CPA



Ashley L. Casey, CPA



B.3.b.1.a.

DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
1-800-FLOWERS.COM, Inc.	1	Elect Director Geralyn R. Breig	No	For	For	-	For
1-800-FLOWERS.COM, Inc.	2	Elect Director Celia R. Brown	No	For	For	-	For
1-800-FLOWERS.COM, Inc.	3	Elect Director James A. Cannavino	No	For	For	-	For
1-800-FLOWERS.COM, Inc.	4	Elect Director Eugene F. DeMark	No	For	For	-	For
1-800-FLOWERS.COM, Inc.	5	Elect Director Leonard J. Elmore	No	For	For	-	For
1-800-FLOWERS.COM, Inc.	6	Elect Director Adam Hanft	No	For	For	-	For
1-800-FLOWERS.COM, Inc.	7	Elect Director Sean Hegarty	No	For	For	-	For
1-800-FLOWERS.COM, Inc.	8	Elect Director Christopher G. McCann	No	For	For	-	For
1-800-FLOWERS.COM, Inc.	9	Elect Director James F. McCann	No	For	For	-	For
1-800-FLOWERS.COM, Inc.	10	Elect Director Katherine Oliver	No	For	For	-	For
1-800-FLOWERS.COM, Inc.	11	Elect Director Larry Zarin	No	For	For	-	For
1-800-FLOWERS.COM, Inc.	12	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
A10 Networks, Inc.	1	Elect Director Tor R. Braham	No	For	For	-	For
A10 Networks, Inc.	2	Elect Director Peter Y. Chung	No	For	For	-	For
A10 Networks, Inc.	3	Elect Director Phillip J. Salsbury	No	For	For	-	For
A10 Networks, Inc.	4	Elect Director Eric Singer	No	For	For	-	For
A10 Networks, Inc.	5	Eliminate Supermajority Voting Provisions to Amend Governance Documents	No	For	For	-	For
A10 Networks, Inc.	6	Eliminate Supermajority Voting Provision to Remove Directors	No	For	For	-	For
A10 Networks, Inc.	7	Ratify Armanino LLP as Auditors	No	For	For	-	For
AAR Corp.	1	Elect Director James E. Goodwin	No	For	For	-	For
AAR Corp.	2	Elect Director John M. Holmes	No	For	For	-	For
AAR Corp.	3	Elect Director Marc J. Walfish	No	For	For	-	For
AAR Corp.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
AAR Corp.	5	Ratify KPMG LLP as Auditors	No	For	For	-	For
Acacia Communications, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Acacia Communications, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Acacia Communications, Inc.	3	Adjourn Meeting	No	For	For	-	For
Accuray Incorporated	1	Elect Director Richard R. Pettingill	No	For	For	-	Against
Accuray Incorporated	2	Elect Director Joseph E. Whitters	No	For	For	-	For
Accuray Incorporated	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Accuray Incorporated	4	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Achillion Pharmaceuticals, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Achillion Pharmaceuticals, Inc.	2	Adjourn Meeting	No	For	For	-	For
Achillion Pharmaceuticals, Inc.	3	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
Adtalem Global Education Inc.	1	Elect Director Steven M. Altschuler	No	For	For	-	For
Adtalem Global Education Inc.	2	Elect Director William W. Burke	No	For	For	-	For
Adtalem Global Education Inc.	3	Elect Director Donna J. Hrinak	No	For	For	-	For
Adtalem Global Education Inc.	4	Elect Director Georgette Kiser	No	For	For	-	For
Adtalem Global Education Inc.	5	Elect Director Lyle Logan	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Adtalem Global Education Inc.	6	Elect Director Michael W. Malafronte	No	For	For	-	For
Adtalem Global Education Inc.	7	Elect Director Lisa W. Wardell	No	For	For	-	For
Adtalem Global Education Inc.	8	Elect Director James D. White	No	For	For	-	For
Adtalem Global Education Inc.	9	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Adtalem Global Education Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Adtalem Global Education Inc.	11	Approve Qualified Employee Stock Purchase Plan	No	For	For	-	For
Advanced Disposal Services, Inc.	1	Elect Director Richard Burke	No	For	Withhold	-	Withhold
Advanced Disposal Services, Inc.	2	Elect Director Michael Koen	No	For	Withhold	-	Withhold
Advanced Disposal Services, Inc.	3	Elect Director B. Clyde Preslar	No	For	Withhold	-	Withhold
Advanced Disposal Services, Inc.	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Advanced Disposal Services, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Advanced Drainage Systems, Inc.	1	Elect Director Ross M. Jones	No	For	Against	-	Against
Advanced Drainage Systems, Inc.	2	Elect Director C. Robert Kidder	No	For	Against	-	Against
Advanced Drainage Systems, Inc.	3	Elect Director Manuel J. Perez de la Mesa	No	For	For	-	For
Advanced Drainage Systems, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Advanced Drainage Systems, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Adverum Biotechnologies, Inc.	1	Elect Director Patrick Machado	No	For	Withhold	-	Withhold
Adverum Biotechnologies, Inc.	2	Elect Director Leone Patterson	No	For	For	-	For
Adverum Biotechnologies, Inc.	3	Elect Director James Scopa	No	For	For	-	For
Adverum Biotechnologies, Inc.	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
AeroVironment, Inc.	1	Elect Director Charles Thomas Burbage	No	For	For	-	For
AeroVironment, Inc.	2	Elect Director Charles R. Holland	No	For	For	-	For
AeroVironment, Inc.	3	Elect Director Edward R. Muller	No	For	For	-	For
AeroVironment, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
AeroVironment, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Agilysys, Inc.	1	Elect Director Donald A. Colvin	No	For	For	-	For
Agilysys, Inc.	2	Elect Director Dana Jones	No	For	For	-	For
Agilysys, Inc.	3	Elect Director Jerry Jones	No	For	For	-	For
Agilysys, Inc.	4	Elect Director Michael A. Kaufman	No	For	For	-	For
Agilysys, Inc.	5	Elect Director Melvin L. Keating	No	For	For	-	For
Agilysys, Inc.	6	Elect Director John Mutch	No	For	For	-	For
Agilysys, Inc.	7	Elect Director Ramesh Srinivasan	No	For	For	-	For
Agilysys, Inc.	8	Adopt Majority Voting for Uncontested Election of Directors	No	For	For	-	For
Agilysys, Inc.	9	Reduce Supermajority Vote Requirement for Removal of Directors	No	For	For	-	For
Agilysys, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Agilysys, Inc.	11	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Agilysys, Inc.	12	Other Business	No	For	Against	-	Against
Alpha and Omega Semiconductor Limited	1	Elect Director Mike F. Chang	No	For	For	-	For
Alpha and Omega Semiconductor Limited	2	Elect Director Yueh-Se Ho	No	For	For	-	For
Alpha and Omega Semiconductor Limited	3	Elect Director Lucas S. Chang	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Alpha and Omega Semiconductor Limited	4	Elect Director Claudia Chen	No	For	For	-	For
Alpha and Omega Semiconductor Limited	5	Elect Director King Owyang	No	For	For	-	For
Alpha and Omega Semiconductor Limited	6	Elect Director Michael L. Pfeiffer	No	For	For	-	For
Alpha and Omega Semiconductor Limited	7	Elect Director Michael J. Salameh	No	For	For	-	For
Alpha and Omega Semiconductor Limited	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Alpha and Omega Semiconductor Limited	9	Amend Omnibus Stock Plan	No	For	For	-	For
Alpha and Omega Semiconductor Limited	10	Approve BDO USA, LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	For
America's Car-Mart, Inc.	1	Elect Director Ann G. Bordelon	No	For	For	-	For
America's Car-Mart, Inc.	2	Elect Director Ray C. Dillon	No	For	For	-	For
America's Car-Mart, Inc.	3	Elect Director Daniel J. Englander	No	For	For	-	For
America's Car-Mart, Inc.	4	Elect Director William H. Henderson	No	For	For	-	For
America's Car-Mart, Inc.	5	Elect Director Jim von Grep	No	For	For	-	For
America's Car-Mart, Inc.	6	Elect Director Joshua G. Welch	No	For	For	-	For
America's Car-Mart, Inc.	7	Elect Director Jeffrey A. Williams	No	For	For	-	For
America's Car-Mart, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
America's Car-Mart, Inc.	9	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
American Outdoor Brands Corporation	1	Elect Director Barry M. Monheit	No	For	For	-	For
American Outdoor Brands Corporation	2	Elect Director Robert L. Scott	No	For	For	-	For
American Outdoor Brands Corporation	3	Elect Director Anita D. Britt	No	For	For	-	For
American Outdoor Brands Corporation	4	Elect Director P. James Debney	No	For	For	-	For
American Outdoor Brands Corporation	5	Elect Director John B. Furman	No	For	For	-	For
American Outdoor Brands Corporation	6	Elect Director Gregory J. Gluchowski, Jr.	No	For	For	-	For
American Outdoor Brands Corporation	7	Elect Director Michael F. Golden	No	For	For	-	For
American Outdoor Brands Corporation	8	Elect Director Mitchell A. Saltz	No	For	For	-	For
American Outdoor Brands Corporation	9	Elect Director I. Marie Wadecki	No	For	For	-	For
American Outdoor Brands Corporation	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
American Outdoor Brands Corporation	11	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
American Outdoor Brands Corporation	12	Adopt a Comprehensive Human Rights Policy	No	Against	For	-	Against
American Renal Associates Holdings, Inc.	1	Elect Director Joseph A. Carlucci	No	For	Withhold	-	Withhold
American Renal Associates Holdings, Inc.	2	Elect Director Steven M. Silver	No	For	Withhold	-	Withhold
American Renal Associates Holdings, Inc.	3	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
American Software, Inc.	1	Elect Director W. Dennis Hogue	No	For	For	-	For
American Software, Inc.	2	Elect Director James B. Miller, Jr.	No	For	For	-	For
American Software, Inc.	3	Ratify KPMG LLP as Auditors	No	For	For	-	For
American Software, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
American Software, Inc.	5	Approve Omnibus Stock Plan	No	For	For	-	For
American Woodmark Corporation	1	Elect Director Andrew B. Cogan	No	For	For	-	For
American Woodmark Corporation	2	Elect Director James G. Davis, Jr.	No	For	For	-	For
American Woodmark Corporation	3	Elect Director S. Cary Dunston	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
American Woodmark Corporation	4	Elect Director Martha M. Hayes	No	For	For	-	For
American Woodmark Corporation	5	Elect Director Daniel T. Hendrix	No	For	For	-	For
American Woodmark Corporation	6	Elect Director Teresa M. May	No	For	For	-	For
American Woodmark Corporation	7	Elect Director Carol B. Moerdyk	No	For	For	-	For
American Woodmark Corporation	8	Elect Director David W. Moon	No	For	For	-	For
American Woodmark Corporation	9	Elect Director Vance W. Tang	No	For	For	-	For
American Woodmark Corporation	10	Ratify KPMG LLP as Auditors	No	For	For	-	For
American Woodmark Corporation	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
AngioDynamics, Inc.	1	Elect Director Kevin J. Gould	No	For	For	-	For
AngioDynamics, Inc.	2	Elect Director Dennis S. Meteny	No	For	For	-	For
AngioDynamics, Inc.	3	Elect Director Michael E. Tarnoff	No	For	For	-	For
AngioDynamics, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
AngioDynamics, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Apollo Medical Holdings, Inc.	1	Approve Loan Agreement with AP-AMH Medical Corporation	No	For	For	-	For
Apollo Medical Holdings, Inc.	2	Approve Issuance of Shares for a Private Placement	No	For	For	-	For
Apollo Medical Holdings, Inc.	3	Adjourn Meeting	No	For	For	-	For
Applied Genetic Technologies Corporation	1	Elect Director Susan B. Washer	No	For	For	-	For
Applied Genetic Technologies Corporation	2	Elect Director Ed Hurwitz	No	For	For	-	For
Applied Genetic Technologies Corporation	3	Elect Director James Rosen	No	For	For	-	For
Applied Genetic Technologies Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Applied Genetic Technologies Corporation	5	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Applied Genetic Technologies Corporation	6	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Applied Industrial Technologies, Inc.	1	Elect Director Mary Dean Hall	No	For	For	-	For
Applied Industrial Technologies, Inc.	2	Elect Director Dan P. Komnenovich	No	For	For	-	For
Applied Industrial Technologies, Inc.	3	Elect Director Joe A. Raver	No	For	For	-	For
Applied Industrial Technologies, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Applied Industrial Technologies, Inc.	5	Approve Omnibus Stock Plan	No	For	For	-	For
Applied Industrial Technologies, Inc.	6	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Apyx Medical Corporation	1	Elect Director Andrew Makrides	No	For	For	-	For
Apyx Medical Corporation	2	Elect Director Charles D. Goodwin	No	For	For	-	For
Apyx Medical Corporation	3	Elect Director Michael E. Geraghty	No	For	For	-	For
Apyx Medical Corporation	4	Elect Director Lawrence J. Waldman	No	For	For	-	For
Apyx Medical Corporation	5	Elect Director John C. Andres	No	For	For	-	For
Apyx Medical Corporation	6	Elect Director Craig Swandal	No	For	For	-	For
Apyx Medical Corporation	7	Ratify BDO USA, LLC as Auditors	No	For	For	-	For
Apyx Medical Corporation	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Apyx Medical Corporation	9	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
Apyx Medical Corporation	10	Approve Omnibus Stock Plan	No	For	Against	-	Against
Aratana Therapeutics, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Aratana Therapeutics, Inc.	2	Adjourn Meeting	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Aratana Therapeutics, Inc.	3	Advisory Vote on Golden Parachutes	No	For	For	-	For
Argo Group International Holdings, Ltd.	2	Revoke Consent to Request Special Meeting	No	For	Do Not Vote	-	NULL
Argo Group International Holdings, Ltd.	4	Consent to Request Special Meeting	No	For	For	-	NULL
Arlo Technologies, Inc.	1	Elect Director Ralph E. Faison	No	For	Withhold	-	Withhold
Arlo Technologies, Inc.	2	Elect Director Jocelyn E. Carter-Miller	No	For	Withhold	-	Withhold
Arlo Technologies, Inc.	3	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Armstrong World Industries, Inc.	1	Elect Director Stan A. Askren	No	For	For	-	For
Armstrong World Industries, Inc.	2	Elect Director Victor D. Grizzle	No	For	For	-	For
Armstrong World Industries, Inc.	3	Elect Director Tao Huang	No	For	For	-	For
Armstrong World Industries, Inc.	4	Elect Director Barbara L. Loughran	No	For	For	-	For
Armstrong World Industries, Inc.	5	Elect Director Larry S. McWilliams	No	For	For	-	For
Armstrong World Industries, Inc.	6	Elect Director James C. Melville	No	For	For	-	For
Armstrong World Industries, Inc.	7	Elect Director John J. Roberts	No	For	For	-	For
Armstrong World Industries, Inc.	8	Elect Director Wayne R. Shurts	No	For	For	-	For
Armstrong World Industries, Inc.	9	Elect Director Roy W. Templin	No	For	For	-	For
Armstrong World Industries, Inc.	10	Elect Director Cheryl T. Thomas	No	For	For	-	For
Armstrong World Industries, Inc.	11	Ratify KPMG LLP as Auditors	No	For	For	-	For
Armstrong World Industries, Inc.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Arotech Corporation	1	Approve Merger Agreement	No	For	For	-	For
Arotech Corporation	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
Arotech Corporation	3	Adjourn Meeting	No	For	For	-	For
Ascena Retail Group, Inc.	1	Elect Director Katie J. Bayne	No	For	For	-	For
Ascena Retail Group, Inc.	2	Elect Director Paul Keglavic	No	For	For	-	For
Ascena Retail Group, Inc.	3	Elect Director Kay Krill	No	For	For	-	For
Ascena Retail Group, Inc.	4	Elect Director Stacey Rauch	No	For	For	-	For
Ascena Retail Group, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Ascena Retail Group, Inc.	6	Approve Reverse Stock Split	No	For	For	-	For
Ascena Retail Group, Inc.	7	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Avon Products, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Avon Products, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Avon Products, Inc.	3	Adjourn Meeting	No	For	For	-	For
AVX Corp.	1	Elect Director David A. DeCenzo	No	For	For	-	For
AVX Corp.	2	Elect Director Koichi Kano	No	For	Withhold	-	Withhold
AVX Corp.	3	Elect Director Hideo Tanimoto	No	For	Withhold	-	Withhold
AVX Corp.	4	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
AVX Corp.	5	Approve Executive Incentive Bonus Plan	No	For	Against	-	Against
Axos Financial, Inc.	1	Elect Director James S. Argalas	No	For	For	-	For
Axos Financial, Inc.	2	Elect Director James J. Court	No	For	For	-	For
Axos Financial, Inc.	3	Elect Director Edward J. Ratinoff	No	For	For	-	For
Axos Financial, Inc.	4	Amend Omnibus Stock Plan	No	For	Against	-	Against

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Axos Financial, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Axos Financial, Inc.	6	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
AZZ Inc.	1	Elect Director Daniel E. Berce	No	For	For	-	For
AZZ Inc.	2	Elect Director Paul Eisman	No	For	For	-	For
AZZ Inc.	3	Elect Director Daniel R. Feehan	No	For	For	-	For
AZZ Inc.	4	Elect Director Thomas E. Ferguson	No	For	For	-	For
AZZ Inc.	5	Elect Director Kevern R. Joyce	No	For	For	-	For
AZZ Inc.	6	Elect Director Venita McCellon-Allen	No	For	For	-	For
AZZ Inc.	7	Elect Director Ed McGough	No	For	For	-	For
AZZ Inc.	8	Elect Director Stephen E. Pirnat	No	For	For	-	For
AZZ Inc.	9	Elect Director Steven R. Purvis	No	For	For	-	For
AZZ Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
AZZ Inc.	11	Ratify Grant Thornton LLP as Auditor	No	For	For	-	For
Ballantyne Strong, Inc.	1	Elect Director D. Kyle Cerminara	No	For	For	-	For
Ballantyne Strong, Inc.	2	Elect Director Lewis M. Johnson	No	For	For	-	For
Ballantyne Strong, Inc.	3	Elect Director William J. Gerber	No	For	For	-	For
Ballantyne Strong, Inc.	4	Elect Director Jack H. Jacobs	No	For	For	-	For
Ballantyne Strong, Inc.	5	Elect Director Charles T. Lanktree	No	For	For	-	For
Ballantyne Strong, Inc.	6	Elect Director Robert J. Roschman	No	For	For	-	For
Ballantyne Strong, Inc.	7	Elect Director Ndamukong Suh	No	For	For	-	For
Ballantyne Strong, Inc.	8	Amend Omnibus Stock Plan	No	For	Against	-	Against
Ballantyne Strong, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Ballantyne Strong, Inc.	10	Ratify Haskell & White LLP as Auditors	No	For	For	-	For
Barnes & Noble Education, Inc.	1	Elect Director Emily C. Chiu	No	For	For	-	For
Barnes & Noble Education, Inc.	2	Elect Director Daniel A. DeMatteo	No	For	For	-	For
Barnes & Noble Education, Inc.	3	Elect Director David G. Golden	No	For	For	-	For
Barnes & Noble Education, Inc.	4	Elect Director Michael P. Huseby	No	For	For	-	For
Barnes & Noble Education, Inc.	5	Elect Director John R. Ryan	No	For	For	-	For
Barnes & Noble Education, Inc.	6	Elect Director Jerry Sue Thornton	No	For	For	-	For
Barnes & Noble Education, Inc.	7	Elect Director David A. Wilson	No	For	For	-	For
Barnes & Noble Education, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Barnes & Noble Education, Inc.	9	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
BG Staffing, Inc.	1	Elect Director Richard L. Baum, Jr.	No	For	Withhold	-	Withhold
BG Staffing, Inc.	2	Elect Director Paul A. Seid	No	For	Withhold	-	Withhold
BG Staffing, Inc.	3	Ratify Whitley Penn LLP as Auditors	No	For	For	-	For
BG Staffing, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
BG Staffing, Inc.	5	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
BioScrip, Inc.	1	Issue Shares in Connection with Merger	No	For	For	-	For
BioScrip, Inc.	2	Amend Certificate of Incorporation	No	For	For	-	For
BioScrip, Inc.	3	Amend the Series A Certificate of Designations	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
BioScrip, Inc.	4	Advisory Vote on Golden Parachutes	No	For	For	-	Against
BioScrip, Inc.	5	Adjourn Meeting	No	For	For	-	For
Boot Barn Holdings, Inc.	1	Elect Director Greg Bettinelli	No	For	For	-	For
Boot Barn Holdings, Inc.	2	Elect Director James G. Conroy	No	For	For	-	For
Boot Barn Holdings, Inc.	3	Elect Director Lisa G. Laube	No	For	For	-	For
Boot Barn Holdings, Inc.	4	Elect Director Anne MacDonald	No	For	For	-	For
Boot Barn Holdings, Inc.	5	Elect Director Brenda I. Morris	No	For	For	-	For
Boot Barn Holdings, Inc.	6	Elect Director Peter Starrett	No	For	For	-	For
Boot Barn Holdings, Inc.	7	Elect Director Brad Weston	No	For	For	-	For
Boot Barn Holdings, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Boot Barn Holdings, Inc.	9	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Boot Barn Holdings, Inc.	10	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Bottomline Technologies (de), Inc.	1	Elect Director Jennifer M. Gray	No	For	For	-	For
Bottomline Technologies (de), Inc.	2	Elect Director Paul H. Hough	No	For	For	-	For
Bottomline Technologies (de), Inc.	3	Elect Director Benjamin E. Robinson, III	No	For	For	-	For
Bottomline Technologies (de), Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Bottomline Technologies (de), Inc.	5	Approve Omnibus Stock Plan	No	For	For	-	For
Bottomline Technologies (de), Inc.	6	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Bowl America Incorporated	1	Elect Director Allan L. Sher	No	For	For	-	For
Bowl America Incorporated	2	Elect Director Nancy E. Hull	No	For	For	-	For
Bowl America Incorporated	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Bowl America Incorporated	4	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Briggs & Stratton Corporation	1	Elect Director Jeffrey R. Hennion	No	For	For	-	For
Briggs & Stratton Corporation	2	Elect Director Patricia L. Kampling	No	For	For	-	For
Briggs & Stratton Corporation	3	Elect Director Todd J. Teske	No	For	For	-	For
Briggs & Stratton Corporation	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Briggs & Stratton Corporation	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
BrightSphere Investment Group Inc.	1	Elect Director Mary Elizabeth Beams	No	For	For	-	For
BrightSphere Investment Group Inc.	2	Elect Director Robert J. Chersi	No	For	For	-	For
BrightSphere Investment Group Inc.	3	Elect Director Andrew Kim	No	For	For	-	For
BrightSphere Investment Group Inc.	4	Elect Director Reginald L. Love	No	For	For	-	For
BrightSphere Investment Group Inc.	5	Elect Director John A. Paulson	No	For	For	-	For
BrightSphere Investment Group Inc.	6	Elect Director Barbara Trebbi	No	For	For	-	For
BrightSphere Investment Group Inc.	7	Elect Director Guang Yang	No	For	For	-	For
BrightSphere Investment Group Inc.	8	Ratify KPMG LLP as Auditors	No	For	For	-	For
BrightSphere Investment Group Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
BrightSphere Investment Group plc	1	Approve Matters Related to the Scheme of Arrangement	No	For	For	-	Do Not Vote
BrightSphere Investment Group plc	2	Approve Scheme of Arrangement	No	For	For	-	Do Not Vote
Brookdale Senior Living Inc.	1	Elect Director Victoria L. Freed	No	For	For	-	For
Brookdale Senior Living Inc.	2	Elect Director Guy P. Sansone	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Brookdale Senior Living Inc.	3	Amend Certificate of Incorporation to Accelerate Annual Elections of Class II Directors	No	For	For	-	For
Brookdale Senior Living Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Brookdale Senior Living Inc.	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Brookdale Senior Living Inc.	6	Adopt Majority Voting for Uncontested Election of Directors	No	For	For	-	For
Brookdale Senior Living Inc.	7	Amend Omnibus Stock Plan	No	For	For	-	For
C&J Energy Services, Inc.	1	Approve Merger Agreement	No	For	For	-	For
C&J Energy Services, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
C&J Energy Services, Inc.	3	Adjourn Meeting	No	For	For	-	For
CACI International Inc	1	Elect Director Michael A. Daniels	No	For	For	-	For
CACI International Inc	2	Elect Director William L. Jews	No	For	For	-	For
CACI International Inc	3	Elect Director Gregory G. Johnson	No	For	For	-	For
CACI International Inc	4	Elect Director J. Phillip London	No	For	For	-	For
CACI International Inc	5	Elect Director John S. Mengucci	No	For	For	-	For
CACI International Inc	6	Elect Director James L. Pavitt	No	For	For	-	For
CACI International Inc	7	Elect Director Warren R. Phillips	No	For	For	-	For
CACI International Inc	8	Elect Director Debora A. Plunkett	No	For	For	-	For
CACI International Inc	9	Elect Director Charles P. Revoile	No	For	For	-	For
CACI International Inc	10	Elect Director William S. Wallace	No	For	For	-	For
CACI International Inc	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CACI International Inc	12	Amend Qualified Employee Stock Purchase Plan	No	For	For	-	For
CACI International Inc	13	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
CalAmp Corp.	1	Elect Director A.J. "Bert" Moyer	No	For	For	-	For
CalAmp Corp.	2	Elect Director Scott Arnold	No	For	For	-	For
CalAmp Corp.	3	Elect Director Michael Burdick	No	For	For	-	For
CalAmp Corp.	4	Elect Director Jason Cohenour	No	For	For	-	For
CalAmp Corp.	5	Elect Director Jeffery Gardner	No	For	For	-	For
CalAmp Corp.	6	Elect Director Amal Johnson	No	For	For	-	For
CalAmp Corp.	7	Elect Director Roxanne Oulman	No	For	For	-	For
CalAmp Corp.	8	Elect Director Jorge Titingier	No	For	For	-	For
CalAmp Corp.	9	Elect Director Larry Wolfe	No	For	For	-	For
CalAmp Corp.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CalAmp Corp.	11	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
California First National Bancorp	1	Elect Director Patrick E. Paddon	No	For	Withhold	-	Withhold
California First National Bancorp	2	Elect Director Glen T. Tsuma	No	For	Withhold	-	Withhold
California First National Bancorp	3	Elect Director Michael H. Lowry	No	For	Withhold	-	Withhold
California First National Bancorp	4	Elect Director Harris Ravine	No	For	Withhold	-	Withhold
California First National Bancorp	5	Elect Director Danilo Cacciamatta	No	For	Withhold	-	Withhold
Cardiovascular Systems, Inc.	1	Elect Director Scott R. Ward	No	For	For	-	For
Cardiovascular Systems, Inc.	2	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cardiovascular Systems, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Carpenter Technology Corporation	1	Elect Director Viola L. Acoff	No	For	For	-	For
Carpenter Technology Corporation	2	Elect Director I. Martin Inglis	No	For	For	-	For
Carpenter Technology Corporation	3	Elect Director Stephen M. Ward, Jr.	No	For	For	-	For
Carpenter Technology Corporation	4	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Carpenter Technology Corporation	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Carpenter Technology Corporation	6	Amend Omnibus Stock Plan	No	For	For	-	For
Carrols Restaurant Group, Inc.	1	Elect Director Daniel T. Accordino	No	For	For	-	For
Carrols Restaurant Group, Inc.	2	Elect Director Matthew Perelman	No	For	For	-	For
Carrols Restaurant Group, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Carrols Restaurant Group, Inc.	4	Approve Conversion of Securities	No	For	For	-	For
Carrols Restaurant Group, Inc.	5	Amend Certificate of Incorporation	No	For	For	-	For
Carrols Restaurant Group, Inc.	6	Provide Directors May Only Be Removed for Cause	No	For	For	-	For
Carrols Restaurant Group, Inc.	7	Amend Certificate of Incorporation	No	For	For	-	For
Carrols Restaurant Group, Inc.	8	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Cars.com Inc.	1	Elect Director Scott Forbes	No	For	For	-	For
Cars.com Inc.	2	Elect Director Jerri DeVard	No	For	For	-	For
Cars.com Inc.	3	Elect Director Jill Greenthal	No	For	For	-	For
Cars.com Inc.	4	Elect Director Thomas Hale	No	For	For	-	For
Cars.com Inc.	5	Elect Director Michael Kelly	No	For	For	-	For
Cars.com Inc.	6	Elect Director Donald A. McGovern, Jr.	No	For	For	-	For
Cars.com Inc.	7	Elect Director Greg Revelle	No	For	For	-	For
Cars.com Inc.	8	Elect Director Bala Subramanian	No	For	For	-	For
Cars.com Inc.	9	Elect Director T. Alex Vetter	No	For	For	-	For
Cars.com Inc.	10	Elect Director Bryan Wiener	No	For	For	-	For
Cars.com Inc.	11	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Cars.com Inc.	12	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Cavco Industries, Inc.	1	Elect Director David A. Greenblatt	No	For	For	-	For
Cavco Industries, Inc.	2	Elect Director Richard A. Kerley	No	For	For	-	For
Cavco Industries, Inc.	3	Elect Director Julia W. Sze	No	For	For	-	For
Cavco Industries, Inc.	4	Ratify RSM US LLP as Auditors	No	For	For	-	For
Cavco Industries, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Champions Oncology, Inc.	1	Elect Director Ronnie Morris	No	For	Withhold	-	Withhold
Champions Oncology, Inc.	2	Elect Director Joel Ackerman	No	For	Withhold	-	Withhold
Champions Oncology, Inc.	3	Elect Director David Sidransky	No	For	Withhold	-	Withhold
Champions Oncology, Inc.	4	Elect Director Daniel N. Mendelson	No	For	For	-	For
Champions Oncology, Inc.	5	Elect Director Abba David Poliakoff	No	For	For	-	For
Champions Oncology, Inc.	6	Elect Director Scott R. Tobin	No	For	For	-	For
Champions Oncology, Inc.	7	Elect Director Philip Breitfeld	No	For	Withhold	-	Withhold
Champions Oncology, Inc.	8	Ratify EisnerAmper LLP as Auditors	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Champions Oncology, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Champions Oncology, Inc.	10	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
Chuy's Holdings, Inc.	1	Elect Director Saed Mohseni	No	For	For	-	For
Chuy's Holdings, Inc.	2	Elect Director Ira Zecher	No	For	For	-	For
Chuy's Holdings, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Chuy's Holdings, Inc.	4	Ratify RSM US LLP as Auditors	No	For	For	-	For
Cirrus Logic, Inc.	1	Elect Director John C. Carter	No	For	For	-	For
Cirrus Logic, Inc.	2	Elect Director Alexander M. Davern	No	For	For	-	For
Cirrus Logic, Inc.	3	Elect Director Timothy R. Dehne	No	For	For	-	For
Cirrus Logic, Inc.	4	Elect Director Deirdre Hanford	No	For	For	-	For
Cirrus Logic, Inc.	5	Elect Director Jason P. Rhode	No	For	For	-	For
Cirrus Logic, Inc.	6	Elect Director Alan R. Schuele	No	For	For	-	For
Cirrus Logic, Inc.	7	Elect Director David J. Tupman	No	For	For	-	For
Cirrus Logic, Inc.	8	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Cirrus Logic, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Cision Ltd.	1	Approve Merger Agreement	No	For	For	-	For
Cision Ltd.	1	Elect Director Kevin Akeroyd	No	For	For	-	For
Cision Ltd.	2	Elect Director Susan Vobejda	No	For	For	-	For
Cision Ltd.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Cision Ltd.	3	Adjourn Meeting	No	For	For	-	For
Cision Ltd.	3	Elect Director Stuart J. Yarbrough	No	For	For	-	For
Cision Ltd.	4	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Cision Ltd.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Cision Ltd.	6	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Cision Ltd.	7	Amend Omnibus Stock Plan	No	For	For	-	For
Cision Ltd.	8	Approve Qualified Employee Stock Purchase Plan	No	For	For	-	For
Collectors Universe, Inc.	1	Elect Director Deborah A. Farrington	No	For	For	-	For
Collectors Universe, Inc.	2	Elect Director Joseph R. Martin	No	For	For	-	For
Collectors Universe, Inc.	3	Elect Director A. J. "Bert" Moyer	No	For	For	-	For
Collectors Universe, Inc.	4	Elect Director Joseph J. Orlando	No	For	For	-	For
Collectors Universe, Inc.	5	Elect Director Bruce A. Stevens	No	For	For	-	For
Collectors Universe, Inc.	6	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Collectors Universe, Inc.	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Columbus McKinnon Corporation	1	Elect Director Richard H. Fleming	No	For	For	-	For
Columbus McKinnon Corporation	2	Elect Director Ernest R. Verebelyi	No	For	For	-	For
Columbus McKinnon Corporation	3	Elect Director Mark D. Morelli	No	For	For	-	For
Columbus McKinnon Corporation	4	Elect Director Nicholas T. Pinchuk	No	For	For	-	For
Columbus McKinnon Corporation	5	Elect Director Liam G. McCarthy	No	For	For	-	For
Columbus McKinnon Corporation	6	Elect Director R. Scott Trumbull	No	For	For	-	For
Columbus McKinnon Corporation	7	Elect Director Heath A. Mitts	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Columbus McKinnon Corporation	8	Elect Director Kathryn V. Roedel	No	For	For	-	For
Columbus McKinnon Corporation	9	Elect Director Aziz S. Aghili	No	For	For	-	For
Columbus McKinnon Corporation	10	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Columbus McKinnon Corporation	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Columbus McKinnon Corporation	12	Amend Omnibus Stock Plan	No	For	For	-	For
Commvault Systems, Inc.	1	Elect Director Nicholas Adamo	No	For	For	-	For
Commvault Systems, Inc.	2	Elect Director Martha H. Bejar	No	For	For	-	For
Commvault Systems, Inc.	3	Elect Director David F. Walker	No	For	For	-	For
Commvault Systems, Inc.	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Commvault Systems, Inc.	5	Amend Omnibus Stock Plan	No	For	For	-	For
Commvault Systems, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Comtech Telecommunications Corp.	1	Elect Director Fred Kornberg	No	For	For	-	For
Comtech Telecommunications Corp.	2	Elect Director Edwin Kantor	No	For	For	-	For
Comtech Telecommunications Corp.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Comtech Telecommunications Corp.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Comtech Telecommunications Corp.	5	Amend Omnibus Stock Plan	No	For	For	-	For
ConnectOne Bancorp, Inc.	1	Approve Merger and Issuance of Cash and Stock Consideration Pursuant to the Merger Agreement	No	For	For	-	For
ConnectOne Bancorp, Inc.	2	Adjourn Meeting	No	For	For	-	For
Consumer Portfolio Services, Inc.	1	Elect Director Charles E. Bradley, Jr.	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	2	Elect Director Chris A. Adams	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	3	Elect Director Louis M. Grasso	No	For	For	-	For
Consumer Portfolio Services, Inc.	4	Elect Director Brian J. Rayhill	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	5	Elect Director William B. Roberts	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	6	Elect Director Gregory S. Washer	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	7	Elect Director Daniel S. Wood	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	8	Ratify Crowe LLP as Auditors	No	For	For	-	For
Consumer Portfolio Services, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Consumer Portfolio Services, Inc.	10	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Control4 Corporation	1	Approve Merger Agreement	No	For	For	-	For
Control4 Corporation	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Control4 Corporation	3	Adjourn Meeting	No	For	For	-	For
CorVel Corporation	1	Elect Director V. Gordon Clemons	No	For	Withhold	-	Withhold
CorVel Corporation	2	Elect Director Steven J. Hamerslag	No	For	Withhold	-	Withhold
CorVel Corporation	3	Elect Director Alan R. Hoops	No	For	Withhold	-	Withhold
CorVel Corporation	4	Elect Director R. Judd Jessup	No	For	Withhold	-	Withhold
CorVel Corporation	5	Elect Director Jean H. Macino	No	For	Withhold	-	Withhold
CorVel Corporation	6	Elect Director Jeffrey J. Michael	No	For	Withhold	-	Withhold
CorVel Corporation	7	Ratify Haskell & White LLP as Auditors	No	For	For	-	For
CorVel Corporation	8	Report on Equal Employment Opportunity Policy	No	Against	For	-	Against

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Costamare Inc.	1	Elect Director Konstantinos Konstantakopoulos	No	For	Against	-	Against
Costamare Inc.	2	Elect Director Charlotte Stratos	No	For	For	-	For
Costamare Inc.	3	Ratify Ernst & Young (Hellas) Certified Auditors Accountants S.A. as Auditors	No	For	For	-	For
CRA International, Inc.	1	Elect Director Paul Maleh	No	For	Withhold	-	Withhold
CRA International, Inc.	2	Elect Director Thomas Avery	No	For	Withhold	-	Withhold
CRA International, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CRA International, Inc.	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Cray Inc.	1	Approve Merger Agreement	No	For	For	-	For
Cray Inc.	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
Cray Inc.	3	Adjourn Meeting	No	For	For	-	For
Cree, Inc.	1	Elect Director John C. Hodge	No	For	For	-	For
Cree, Inc.	2	Elect Director Clyde R. Hosein	No	For	For	-	For
Cree, Inc.	3	Elect Director Darren R. Jackson	No	For	For	-	For
Cree, Inc.	4	Elect Director Duy-Loan T. Le	No	For	For	-	For
Cree, Inc.	5	Elect Director Gregg A. Lowe	No	For	For	-	For
Cree, Inc.	6	Elect Director John B. Replogle	No	For	For	-	For
Cree, Inc.	7	Elect Director Thomas H. Werner	No	For	For	-	For
Cree, Inc.	8	Elect Director Anne C. Whitaker	No	For	For	-	For
Cree, Inc.	9	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Cree, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
CSS Industries, Inc.	1	Elect Director Philip R. Broenniman	No	For	For	-	For
CSS Industries, Inc.	2	Elect Director Stephen P. Crane	No	For	For	-	For
CSS Industries, Inc.	3	Elect Director Elam M. Hitchner, III	No	For	For	-	For
CSS Industries, Inc.	4	Elect Director Melissa Ludwig	No	For	For	-	For
CSS Industries, Inc.	5	Elect Director Rebecca C. Matthias	No	For	For	-	For
CSS Industries, Inc.	6	Elect Director Harry J. Mullany, III	No	For	For	-	For
CSS Industries, Inc.	7	Elect Director Christopher J. Munyan	No	For	For	-	For
CSS Industries, Inc.	8	Elect Director William Rulon-Miller	No	For	For	-	For
CSS Industries, Inc.	9	Elect Director David Silver	No	For	For	-	For
CSS Industries, Inc.	10	Ratify KPMG LLP as Auditors	No	For	For	-	For
CSS Industries, Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
CSW Industrials, Inc.	1	Elect Director Joseph B. Armes	No	For	For	-	For
CSW Industrials, Inc.	2	Elect Director Michael R. Gambrell	No	For	For	-	For
CSW Industrials, Inc.	3	Elect Director Terry L. Johnston	No	For	For	-	For
CSW Industrials, Inc.	4	Elect Director Robert M. Swartz	No	For	For	-	For
CSW Industrials, Inc.	5	Elect Director J. Kent Swezey	No	For	For	-	For
CSW Industrials, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CSW Industrials, Inc.	7	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Culp, Inc.	1	Elect Director Perry E. Davis	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Culp, Inc.	2	Elect Director Sharon A. Decker	No	For	For	-	For
Culp, Inc.	3	Elect Director Fred A. Jackson	No	For	For	-	For
Culp, Inc.	4	Elect Director Kenneth R. Larson	No	For	For	-	For
Culp, Inc.	5	Elect Director Kenneth W. McAllister	No	For	For	-	For
Culp, Inc.	6	Elect Director Franklin N. Saxon	No	For	For	-	For
Culp, Inc.	7	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Culp, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Daktronics, Inc.	1	Elect Director Kevin P. McDermott	No	For	Withhold	-	Withhold
Daktronics, Inc.	2	Elect Director James B. Morgan	No	For	Withhold	-	Withhold
Daktronics, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Daktronics, Inc.	4	Ratify Deloitte & Touche, LLP as Auditors	No	For	For	-	For
Deckers Outdoor Corporation	1	Elect Director John M. Gibbons	No	For	For	-	For
Deckers Outdoor Corporation	2	Elect Director Nelson C. Chan	No	For	For	-	For
Deckers Outdoor Corporation	3	Elect Director Cynthia (Cindy) L. Davis	No	For	For	-	For
Deckers Outdoor Corporation	4	Elect Director Michael F. Devine, III	No	For	For	-	For
Deckers Outdoor Corporation	5	Elect Director Dave Powers	No	For	For	-	For
Deckers Outdoor Corporation	6	Elect Director James E. Quinn	No	For	For	-	For
Deckers Outdoor Corporation	7	Elect Director Lauri M. Shanahan	No	For	For	-	For
Deckers Outdoor Corporation	8	Elect Director Brian A. Spaly	No	For	For	-	For
Deckers Outdoor Corporation	9	Elect Director Bonita C. Stewart	No	For	For	-	For
Deckers Outdoor Corporation	10	Ratify KPMG LLP as Auditors	No	For	For	-	For
Deckers Outdoor Corporation	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Del Frisco's Restaurant Group, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Del Frisco's Restaurant Group, Inc.	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
Del Frisco's Restaurant Group, Inc.	3	Adjourn Meeting	No	For	For	-	For
Dorian LPG Ltd.	1	Elect Director John C. Hadjipateras	No	For	For	-	For
Dorian LPG Ltd.	2	Elect Director Malcolm McAvity	No	For	Withhold	-	Withhold
Dorian LPG Ltd.	3	Ratify Deloitte Certified Public Accountants S.A. as Auditors	No	For	For	-	For
Ebix, Inc.	1	Elect Director Hans U. Benz	No	For	Withhold	-	Withhold
Ebix, Inc.	2	Elect Director Pavan Bhalla	No	For	For	-	For
Ebix, Inc.	3	Elect Director Neil D. Eckert	No	For	Withhold	-	Withhold
Ebix, Inc.	4	Elect Director Rolf Herter	No	For	For	-	For
Ebix, Inc.	5	Elect Director Hans Ueli Keller	No	For	Withhold	-	Withhold
Ebix, Inc.	6	Elect Director George W. Hebard, III	No	For	For	-	For
Ebix, Inc.	7	Elect Director Robin Raina	No	For	For	-	For
Ebix, Inc.	8	Ratify RSM US LLP as Auditors	No	For	For	-	For
Ebix, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Ecology and Environment Inc.	1	Approve Merger Agreement	No	For	For	-	For
Ecology and Environment Inc.	1	Elect Director Justin C. Jacobs	No	For	For	-	For
Ecology and Environment Inc.	2	Elect Director Michael El-Hillow	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Ecology and Environment Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Ecology and Environment Inc.	3	Adjourn Meeting	No	For	For	-	For
Ecology and Environment Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Ecology and Environment Inc.	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
eGain Corporation	1	Elect Director Ashutosh Roy	No	For	For	-	For
eGain Corporation	2	Elect Director Gunjan Sinha	No	For	Withhold	-	Withhold
eGain Corporation	3	Elect Director Phiroz P. Darukhanavala	No	For	For	-	For
eGain Corporation	4	Elect Director Brett Shockley	No	For	For	-	For
eGain Corporation	5	Elect Director Christine Russell	No	For	For	-	For
eGain Corporation	6	Amend Omnibus Stock Plan	No	For	Against	-	Against
eGain Corporation	7	Ratify BPM LLP as Auditors	No	For	For	-	For
El Paso Electric Company	1	Approve Merger Agreement	No	For	For	-	For
El Paso Electric Company	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
El Paso Electric Company	3	Adjourn Meeting	No	For	For	-	For
Electronics For Imaging, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Electronics For Imaging, Inc.	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
Electronics For Imaging, Inc.	3	Adjourn Meeting	No	For	For	-	For
EMC Insurance Group Inc.	1	Approve Merger Agreement	No	For	For	-	For
EMC Insurance Group Inc.	2	Adjourn Meeting	No	For	For	-	For
EnerSys	1	Elect Director Howard I. Hoffen	No	For	For	-	For
EnerSys	2	Elect Director David M. Shaffer	No	For	For	-	For
EnerSys	3	Elect Director Ronald P. Vargo	No	For	For	-	For
EnerSys	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
EnerSys	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Ennis, Inc.	1	Elect Director John R. Blind	No	For	For	-	For
Ennis, Inc.	2	Elect Director Barbara T. Clemens	No	For	For	-	For
Ennis, Inc.	3	Elect Director Michael J. Schaefer	No	For	For	-	For
Ennis, Inc.	4	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Ennis, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Ennis, Inc.	6	Other Business	No	For	Against	-	Against
Enstar Group Limited	1	Amend Omnibus Stock Plan	No	For	Against	-	Against
ePlus, Inc.	1	Elect Director Bruce M. Bowen	No	For	For	-	For
ePlus, Inc.	2	Elect Director John E. Callies	No	For	For	-	For
ePlus, Inc.	3	Elect Director C. Thomas Faulders, III	No	For	For	-	For
ePlus, Inc.	4	Elect Director Eric D. Hovde	No	For	For	-	For
ePlus, Inc.	5	Elect Director Ira A. Hunt, III	No	For	For	-	For
ePlus, Inc.	6	Elect Director Mark P. Marron	No	For	For	-	For
ePlus, Inc.	7	Elect Director Maureen F. Morrison	No	For	For	-	For
ePlus, Inc.	8	Elect Director Ben Xiang	No	For	For	-	For
ePlus, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For

B.3.b.1.a.

DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ePlus, Inc.	10	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Ethan Allen Interiors Inc.	1	Elect Director M. Farooq Kathwari	No	For	For	-	For
Ethan Allen Interiors Inc.	2	Elect Director James B. Carlson	No	For	For	-	For
Ethan Allen Interiors Inc.	3	Elect Director John J. Dooner, Jr.	No	For	For	-	For
Ethan Allen Interiors Inc.	4	Elect Director Domenick J. Esposito	No	For	For	-	For
Ethan Allen Interiors Inc.	5	Elect Director Mary Garrett	No	For	For	-	For
Ethan Allen Interiors Inc.	6	Elect Director James W. Schmotter	No	For	For	-	For
Ethan Allen Interiors Inc.	7	Elect Director Tara I. Stacom	No	For	For	-	For
Ethan Allen Interiors Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Ethan Allen Interiors Inc.	9	Ratify KPMG LLP as Auditors	No	For	For	-	For
Evolution Petroleum Corporation	1	Elect Director Edward J. DiPaolo	No	For	For	-	For
Evolution Petroleum Corporation	2	Elect Director William E. Dozier	No	For	For	-	For
Evolution Petroleum Corporation	3	Elect Director Robert S. Herlin	No	For	For	-	For
Evolution Petroleum Corporation	4	Elect Director Kelly W. Loyd	No	For	For	-	For
Evolution Petroleum Corporation	5	Elect Director Marran H. Ogilvie	No	For	For	-	For
Evolution Petroleum Corporation	6	Ratify Moss Adams LLP as Auditors	No	For	For	-	For
Evolution Petroleum Corporation	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Evolution Petroleum Corporation	8	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
Extreme Networks, Inc.	1	Elect Director Charles P. Carinalli	No	For	For	-	For
Extreme Networks, Inc.	2	Elect Director Kathleen M. Holmgren	No	For	For	-	For
Extreme Networks, Inc.	3	Elect Director Rajendra Khanna	No	For	For	-	For
Extreme Networks, Inc.	4	Elect Director Edward H. Kennedy	No	For	For	-	For
Extreme Networks, Inc.	5	Elect Director Edward B. Meyercord	No	For	For	-	For
Extreme Networks, Inc.	6	Elect Director John C. Shoemaker	No	For	For	-	For
Extreme Networks, Inc.	7	Elect Director Ingrid J. Burton	No	For	For	-	For
Extreme Networks, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Extreme Networks, Inc.	9	Ratify KPMG LLP as Auditors	No	For	For	-	For
Extreme Networks, Inc.	10	Amend NOL Rights Plan (NOL Pill)	No	For	For	-	Against
Extreme Networks, Inc.	11	Amend Omnibus Stock Plan	No	For	For	-	For
Fabrinet	1	Elect Director Homa Bahrami	No	For	For	-	For
Fabrinet	2	Elect Director Gregory P. Dougherty	No	For	For	-	For
Fabrinet	3	Elect Director Rollance E. Olson	No	For	For	-	For
Fabrinet	4	Approve Omnibus Stock Plan	No	For	For	-	For
Fabrinet	5	Ratify PricewaterhouseCoopers ABAS Ltd. as Auditors	No	For	For	-	For
Fabrinet	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Farmer Bros. Co.	2	Elect Director Charles F. Marcy	No	For	For	-	For
Farmer Bros. Co.	3	Elect Director D. Deverl Maserang, II	No	For	For	-	For
Farmer Bros. Co.	4	Elect Director Christopher P. Mottern	No	For	For	-	For
Farmer Bros. Co.	5	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Farmer Bros. Co.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For

B.3.b.1.a.

DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Farmer Bros. Co.	7	Declassify the Board of Directors	No	For	For	-	For
Farmer Bros. Co.	8	Non-Binding Proposal Urging the Board of Directors to Provide for the Phased-In Declassification of the Board of Directors	No	Abstain	For	-	For
Farmer Bros. Co.	10	Elect Director Thomas William Mortensen	No	For	Do Not Vote	-	Do Not Vote
Farmer Bros. Co.	11	Elect Director Jonathan Michael Waite	No	For	Do Not Vote	-	Do Not Vote
Farmer Bros. Co.	12	Elect Director D. Deverl Maserang, II	No	For	Do Not Vote	-	Do Not Vote
Farmer Bros. Co.	13	Ratify Deloitte & Touche LLP as Auditors	No	For	Do Not Vote	-	Do Not Vote
Farmer Bros. Co.	14	Advisory Vote to Ratify Named Executive Officers' Compensation	No	Abstain	Do Not Vote	-	Do Not Vote
Farmer Bros. Co.	15	Declassify the Board of Directors	No	For	Do Not Vote	-	Do Not Vote
FedNat Holding Company	1	Elect Director Michael H. Braun	No	For	For	-	For
FedNat Holding Company	2	Elect Director Jenifer G. Kimbrough	No	For	For	-	For
FedNat Holding Company	3	Elect Director David W. Michelson	No	For	For	-	For
FedNat Holding Company	4	Elect Director David K. Patterson	No	For	For	-	For
FedNat Holding Company	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
FedNat Holding Company	6	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
First Defiance Financial Corp.	1	Approve Merger and Issuance of Shares in Connection with Merger	No	For	For	-	For
First Defiance Financial Corp.	2	Amend Articles of Incorporation	No	For	For	-	For
First Defiance Financial Corp.	3	Amend Code of Regulations	No	For	For	-	For
First Defiance Financial Corp.	4	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
First Defiance Financial Corp.	5	Adjourn Meeting	No	For	For	-	For
Flexsteel Industries, Inc.	1	Elect Director William S. Creekmuir	No	For	For	-	For
Flexsteel Industries, Inc.	2	Elect Director Jerald K. Dittmer	No	For	For	-	For
Flexsteel Industries, Inc.	3	Elect Director Charles R. Eitel	No	For	For	-	For
Flexsteel Industries, Inc.	4	Elect Director Matthew A. Kaness	No	For	For	-	For
Flexsteel Industries, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Flexsteel Industries, Inc.	6	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
Frequency Electronics, Inc.	1	Elect Director Martin B. Bloch	No	For	Withhold	-	Withhold
Frequency Electronics, Inc.	2	Elect Director Joel Girsky	No	For	Withhold	-	Withhold
Frequency Electronics, Inc.	3	Elect Director Jonathan Brolin	No	For	Withhold	-	Withhold
Frequency Electronics, Inc.	4	Elect Director Richard Schwartz	No	For	Withhold	-	Withhold
Frequency Electronics, Inc.	5	Elect Director Stanton D. Sloane	No	For	Withhold	-	Withhold
Frequency Electronics, Inc.	6	Elect Director Russell M. Sarachek	No	For	Withhold	-	Withhold
Frequency Electronics, Inc.	7	Elect Director Lance W. Lord	No	For	Withhold	-	Withhold
Frequency Electronics, Inc.	8	Ratify BDO, USA LLP as Auditors	No	For	For	-	For
Frequency Electronics, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Frequency Electronics, Inc.	10	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Friedman Industries, Incorporated	1	Elect Director Mike Taylor	No	For	For	-	For
Friedman Industries, Incorporated	2	Elect Director Durga D. Agrawal	No	For	For	-	For
Friedman Industries, Incorporated	3	Elect Director Max Reichenthal	No	For	For	-	For
Friedman Industries, Incorporated	4	Elect Director Joel Spira	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Friedman Industries, Incorporated	5	Elect Director Tim Stevenson	No	For	For	-	For
Friedman Industries, Incorporated	6	Elect Director Joe L. Williams	No	For	For	-	For
Friedman Industries, Incorporated	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Friedman Industries, Incorporated	8	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Friedman Industries, Incorporated	9	Ratify Moss Adams LLP as Auditors	No	For	For	-	For
Friedman Industries, Incorporated	10	Amend Restricted Stock Plan	No	For	For	-	For
FutureFuel Corp.	1	Elect Director Donald C. Bedell	No	For	For	-	For
FutureFuel Corp.	2	Elect Director Edwin A. Levy	No	For	For	-	For
FutureFuel Corp.	3	Elect Director Terrance C.Z. (Terry) Egger	No	For	For	-	For
FutureFuel Corp.	4	Ratify RSM US LLP as Auditors	No	For	For	-	For
FutureFuel Corp.	5	Other Business	No	For	Against	-	Against
Gannett Co., Inc.	1	Approve Merger Agreement	No	For	For	-	For
Gannett Co., Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Gannett Co., Inc.	3	Adjourn Meeting	No	For	For	-	For
Genomic Health, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Genomic Health, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Genomic Health, Inc.	3	Adjourn Meeting	No	For	For	-	For
Genworth Financial, Inc.	1	Elect Director G. Kent Conrad	No	For	For	-	For
Genworth Financial, Inc.	2	Elect Director Melina E. Higgins	No	For	For	-	Against
Genworth Financial, Inc.	3	Elect Director Thomas J. McInerney	No	For	For	-	For
Genworth Financial, Inc.	4	Elect Director David M. Moffett	No	For	For	-	For
Genworth Financial, Inc.	5	Elect Director Thomas E. Moloney	No	For	For	-	For
Genworth Financial, Inc.	6	Elect Director Debra J. Perry	No	For	For	-	For
Genworth Financial, Inc.	7	Elect Director Robert P. Restrepo, Jr.	No	For	For	-	For
Genworth Financial, Inc.	8	Elect Director James S. Riepe	No	For	For	-	For
Genworth Financial, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Genworth Financial, Inc.	10	Ratify KPMG LLP as Auditors	No	For	For	-	For
Global Brass and Copper Holdings, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Global Brass and Copper Holdings, Inc.	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
Global Brass and Copper Holdings, Inc.	3	Adjourn Meeting	No	For	For	-	For
GMS Inc.	1	Elect Director Brian R. Hoesterey	No	For	Against	-	Against
GMS Inc.	2	Elect Director Teri P. McClure	No	For	For	-	For
GMS Inc.	3	Elect Director Richard K. Mueller	No	For	Against	-	Against
GMS Inc.	4	Elect Director J. Louis Sharpe	No	For	Against	-	Against
GMS Inc.	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
GMS Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
GP Strategies Corporation	1	Elect Director Tamar Elkeles	No	For	For	-	For
GP Strategies Corporation	2	Elect Director Marshall S. Geller	No	For	For	-	For
GP Strategies Corporation	3	Elect Director Scott N. Greenberg	No	For	For	-	For
GP Strategies Corporation	4	Elect Director Steven E. Koonin	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
GP Strategies Corporation	5	Elect Director Jacques Manardo	No	For	For	-	For
GP Strategies Corporation	6	Elect Director Richard C. Pfenniger, Jr.	No	For	For	-	For
GP Strategies Corporation	7	Elect Director Samuel D. Robinson	No	For	For	-	For
GP Strategies Corporation	8	Ratify KPMG LLP as Auditors	No	For	For	-	For
GP Strategies Corporation	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
GP Strategies Corporation	10	Amend Omnibus Stock Plan	No	For	For	-	For
Graham Corporation	1	Elect Director James J. Malvaso	No	For	For	-	For
Graham Corporation	2	Elect Director Jonathan W. Painter	No	For	For	-	For
Graham Corporation	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Graham Corporation	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Haemonetics Corporation	1	Elect Director Mark W. Kroll	No	For	For	-	For
Haemonetics Corporation	2	Elect Director Claire Pomeroy	No	For	For	-	For
Haemonetics Corporation	3	Elect Director Ellen M. Zane	No	For	For	-	For
Haemonetics Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Haemonetics Corporation	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Haemonetics Corporation	6	Declassify the Board of Directors	No	For	For	-	For
Haemonetics Corporation	7	Approve Omnibus Stock Plan	No	For	For	-	For
Hamilton Lane Incorporated	1	Elect Director Hartley R. Rogers	No	For	Withhold	-	Withhold
Hamilton Lane Incorporated	2	Elect Director Mario L. Giannini	No	For	Withhold	-	Withhold
Hamilton Lane Incorporated	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Hamilton Lane Incorporated	4	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Hamilton Lane Incorporated	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
HarborOne Bancorp, Inc.	1	Approve Conversion from Mutual Holding Company to Stock Holding Company	No	For	For	-	For
HarborOne Bancorp, Inc.	2	Adjourn Meeting	No	For	For	-	For
Hawkins, Inc.	1	Elect Director John S. McKeon	No	For	For	-	For
Hawkins, Inc.	2	Elect Director Patrick H. Hawkins	No	For	For	-	For
Hawkins, Inc.	3	Elect Director James A. Faulconbridge	No	For	For	-	For
Hawkins, Inc.	4	Elect Director Duane M. Jergenson	No	For	For	-	For
Hawkins, Inc.	5	Elect Director Mary J. Schumacher	No	For	For	-	For
Hawkins, Inc.	6	Elect Director Daniel J. Stauber	No	For	For	-	For
Hawkins, Inc.	7	Elect Director James T. Thompson	No	For	For	-	For
Hawkins, Inc.	8	Elect Director Jeffrey L. Wright	No	For	For	-	For
Hawkins, Inc.	9	Approve Omnibus Stock Plan	No	For	For	-	For
Hawkins, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Helen of Troy Limited	1	Elect Director Gary B. Abromovitz	No	For	For	-	For
Helen of Troy Limited	2	Elect Director Krista L. Berry	No	For	For	-	For
Helen of Troy Limited	3	Elect Director Vincent D. Carson	No	For	For	-	For
Helen of Troy Limited	4	Elect Director Thurman K. Case	No	For	For	-	For
Helen of Troy Limited	5	Elect Director Timothy F. Meeker	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Helen of Troy Limited	6	Elect Director Julien R. Mininberg	No	For	For	-	For
Helen of Troy Limited	7	Elect Director Beryl B. Raff	No	For	For	-	For
Helen of Troy Limited	8	Elect Director William F. Susetka	No	For	For	-	For
Helen of Troy Limited	9	Elect Director Darren G. Woody	No	For	For	-	For
Helen of Troy Limited	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Helen of Troy Limited	11	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	For
Heritage Commerce Corp	1	Issue Shares in Connection with Merger	No	For	For	-	For
Heritage Commerce Corp	2	Increase Authorized Common Stock	No	For	For	-	For
Heritage Commerce Corp	3	Adjourn Meeting	No	For	For	-	For
Herman Miller, Inc.	1	Elect Director Lisa A. Kro	No	For	For	-	For
Herman Miller, Inc.	2	Elect Director Michael C. Smith	No	For	For	-	For
Herman Miller, Inc.	3	Elect Director Michael A. Volkema	No	For	For	-	For
Herman Miller, Inc.	4	Ratify KPMG LLP as Auditors	No	For	For	-	For
Herman Miller, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
HFF, Inc.	1	Approve Merger Agreement	No	For	For	-	For
HFF, Inc.	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
HFF, Inc.	3	Elect Director Deborah H. McAneny	No	For	For	-	For
HFF, Inc.	4	Elect Director Steven E. Wheeler	No	For	For	-	For
HFF, Inc.	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
HFF, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
HomeTrust Bancshares, Inc.	1	Elect Director J. Steven Goforth	No	For	For	-	For
HomeTrust Bancshares, Inc.	2	Elect Director Laura C. Kendall	No	For	For	-	For
HomeTrust Bancshares, Inc.	3	Elect Director Dana L. Stonestreet	No	For	For	-	For
HomeTrust Bancshares, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
HomeTrust Bancshares, Inc.	5	Ratify Dixon Hughes Goodman LLP as Auditors	No	For	For	-	For
HopFed Bancorp, Inc.	1	Approve Merger Agreement	No	For	For	-	For
HopFed Bancorp, Inc.	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
HopFed Bancorp, Inc.	3	Adjourn Meeting	No	For	For	-	For
Houlihan Lokey, Inc.	1	Elect Director Scott L. Beiser	No	For	Withhold	-	Withhold
Houlihan Lokey, Inc.	2	Elect Director Paul A. Zuber	No	For	For	-	For
Houlihan Lokey, Inc.	3	Elect Director Jacqueline B. Kosecoff	No	For	Withhold	-	Withhold
Houlihan Lokey, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Houlihan Lokey, Inc.	5	Ratify KPMG LLP as Auditors	No	For	For	-	For
IDT Corporation	1	Elect Director Michael Chenkin	No	For	For	-	For
IDT Corporation	2	Elect Director Eric F. Cosentino	No	For	For	-	For
IDT Corporation	3	Elect Director Howard S. Jonas	No	For	Against	-	Against
IDT Corporation	4	Elect Director Bill Pereira	No	For	For	-	For
IDT Corporation	5	Elect Director Judah Schorr	No	For	For	-	For
IDT Corporation	6	Amend Omnibus Stock Plan	No	For	For	-	For

B.3.b.1.a.

DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
II-VI Incorporated	1	Elect Director Francis J. Kramer	No	For	For	-	For
II-VI Incorporated	2	Elect Director Shaker Sadasivam	No	For	For	-	For
II-VI Incorporated	3	Elect Director Enrico Digirolamo	No	For	For	-	For
II-VI Incorporated	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
II-VI Incorporated	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
InnerWorkings, Inc.	1	Elect Director Jack M. Greenberg	No	For	For	-	For
InnerWorkings, Inc.	2	Elect Director Richard S. Stoddart	No	For	For	-	For
InnerWorkings, Inc.	3	Elect Director Charles K. Bobrinskoy	No	For	For	-	For
InnerWorkings, Inc.	4	Elect Director Lindsay Y. Corby	No	For	For	-	For
InnerWorkings, Inc.	5	Elect Director David Fisher	No	For	For	-	For
InnerWorkings, Inc.	6	Elect Director Adam J. Gutstein	No	For	For	-	For
InnerWorkings, Inc.	7	Elect Director Julie M. Howard	No	For	For	-	For
InnerWorkings, Inc.	8	Elect Director Kirt P. Karros	No	For	For	-	For
InnerWorkings, Inc.	9	Elect Director Marc Zenner	No	For	For	-	For
InnerWorkings, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
InnerWorkings, Inc.	11	Ratify the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	No	For	Against	-	For
InnerWorkings, Inc.	12	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Inter Parfums, Inc.	1	Elect Director Jean Madar	No	For	For	-	For
Inter Parfums, Inc.	2	Elect Director Philippe Benacin	No	For	For	-	For
Inter Parfums, Inc.	3	Elect Director Russell Greenberg	No	For	For	-	For
Inter Parfums, Inc.	4	Elect Director Philippe Santi	No	For	For	-	For
Inter Parfums, Inc.	5	Elect Director Francois Heilbronn	No	For	For	-	For
Inter Parfums, Inc.	6	Elect Director Robert Bensoussan	No	For	For	-	For
Inter Parfums, Inc.	7	Elect Director Patrick Choel	No	For	For	-	For
Inter Parfums, Inc.	8	Elect Director Michel Dyens	No	For	For	-	For
Inter Parfums, Inc.	9	Elect Director Veronique Gabai-Pinsky	No	For	For	-	For
Inter Parfums, Inc.	10	Elect Director Gilbert Harrison	No	For	For	-	For
Inter Parfums, Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Inter Parfums, Inc.	12	Amend Stock Option Plan	No	For	For	-	For
John B. Sanfilippo & Son, Inc.	1	Elect Director Jim Edgar	No	For	For	-	For
John B. Sanfilippo & Son, Inc.	2	Elect Director Ellen C. Taaffe	No	For	For	-	For
John B. Sanfilippo & Son, Inc.	3	Elect Director Daniel M. Wright	No	For	For	-	For
John B. Sanfilippo & Son, Inc.	4	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
John B. Sanfilippo & Son, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
John Wiley & Sons, Inc.	1	Elect Director Beth A. Birnbaum	No	For	For	-	For
John Wiley & Sons, Inc.	2	Elect Director David C. Dobson	No	For	For	-	For
John Wiley & Sons, Inc.	3	Elect Director William Pence	No	For	For	-	For
John Wiley & Sons, Inc.	4	Ratify KPMG LLP as Auditors	No	For	For	-	For
John Wiley & Sons, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For

B.3.b.1.a.

DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
K12 Inc.	1	Elect Director Aida M. Alvarez	No	For	For	-	For
K12 Inc.	2	Elect Director Craig R. Barrett	No	For	For	-	For
K12 Inc.	3	Elect Director Guillermo Bron	No	For	For	-	For
K12 Inc.	4	Elect Director Robert L. Cohen	No	For	For	-	For
K12 Inc.	5	Elect Director Nathaniel A. Davis	No	For	For	-	For
K12 Inc.	6	Elect Director John M. Engler	No	For	For	-	For
K12 Inc.	7	Elect Director Steven B. Fink	No	For	For	-	For
K12 Inc.	8	Elect Director Robert E. Knowling, Jr.	No	For	For	-	For
K12 Inc.	9	Elect Director Liza McFadden	No	For	For	-	For
K12 Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
K12 Inc.	11	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Keane Group, Inc.	1	Issue Shares in Connection with Merger	No	For	For	-	For
Keane Group, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Keane Group, Inc.	3	Adjourn Meeting	No	For	For	-	For
Kearny Financial Corp.	1	Elect Director John J. Mazur, Jr.	No	For	For	-	For
Kearny Financial Corp.	2	Elect Director Matthew T. McClane	No	For	For	-	For
Kearny Financial Corp.	3	Elect Director John F. McGovern	No	For	For	-	For
Kearny Financial Corp.	4	Elect Director Raymond E. Chandonnet	No	For	For	-	For
Kearny Financial Corp.	5	Ratify Crowe LLP as Auditors	No	For	For	-	For
Kearny Financial Corp.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
KEMET Corporation	1	Elect Director Jacob T. Kotzubei	No	For	For	-	For
KEMET Corporation	2	Elect Director Robert G. Paul	No	For	For	-	For
KEMET Corporation	3	Elect Director Yasuko Matsumoto	No	For	For	-	For
KEMET Corporation	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
KEMET Corporation	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Kennametal, Inc.	1	Elect Director Joseph Alvarado	No	For	For	-	For
Kennametal, Inc.	2	Elect Director Cindy L. Davis	No	For	For	-	For
Kennametal, Inc.	3	Elect Director William J. Harvey	No	For	For	-	For
Kennametal, Inc.	4	Elect Director William M. Lambert	No	For	For	-	For
Kennametal, Inc.	5	Elect Director Lorraine M. Martin	No	For	For	-	For
Kennametal, Inc.	6	Elect Director Timothy R. McLevish	No	For	For	-	Withhold
Kennametal, Inc.	7	Elect Director Sagar A. Patel	No	For	For	-	For
Kennametal, Inc.	8	Elect Director Christopher Rossi	No	For	For	-	For
Kennametal, Inc.	9	Elect Director Lawrence W. Stranghoener	No	For	For	-	For
Kennametal, Inc.	10	Elect Director Steven H. Wunning	No	For	For	-	For
Kennametal, Inc.	11	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Kennametal, Inc.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Kewaunee Scientific Corporation	1	Elect Director Margaret B. Pyle	No	For	For	-	For
Kewaunee Scientific Corporation	2	Elect Director Donald F. Shaw	No	For	For	-	For
Kewaunee Scientific Corporation	3	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For

B.3.b.1.a.

DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Kewaunee Scientific Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Kewaunee Scientific Corporation	5	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Key Tronic Corporation	1	Elect Director James R. Bean	No	For	For	-	For
Key Tronic Corporation	2	Elect Director Craig D. Gates	No	For	For	-	For
Key Tronic Corporation	3	Elect Director Ronald F. Klawitter	No	For	Withhold	-	Withhold
Key Tronic Corporation	4	Elect Director Subodh K. Kulkarni	No	For	For	-	For
Key Tronic Corporation	5	Elect Director Yacov A. Shamash	No	For	For	-	For
Key Tronic Corporation	6	Elect Director Patrick Sweeney	No	For	For	-	For
Key Tronic Corporation	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Key Tronic Corporation	8	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
Key Tronic Corporation	9	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Kimball Electronics, Inc.	1	Elect Director Holly A. Van Deursen	No	For	For	-	For
Kimball Electronics, Inc.	2	Elect Director Michele M. Holcomb	No	For	For	-	For
Kimball Electronics, Inc.	3	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Kimball Electronics, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Kimball Electronics, Inc.	5	Amend Omnibus Stock Plan	No	For	Against	-	Against
Kimball Electronics, Inc.	6	Approve Executive Incentive Bonus Plan	No	For	For	-	For
Kimball Electronics, Inc.	7	Eliminate Supermajority Vote Requirement	No	For	For	-	For
Kimball Electronics, Inc.	8	Adopt Majority Voting for Uncontested Election of Directors	No	For	For	-	For
Kimball International, Inc.	1	Elect Director Patrick E. Connolly	No	For	Withhold	-	Withhold
Kimball International, Inc.	2	Elect Director Kimberly K. Ryan	No	For	Withhold	-	Withhold
Kimball International, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Kimball International, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Kingstone Companies, Inc.	1	Elect Director Barry B. Goldstein	No	For	For	-	For
Kingstone Companies, Inc.	3	Elect Director Jay M. Haft	No	For	For	-	For
Kingstone Companies, Inc.	4	Elect Director Floyd R. Tupper	No	For	For	-	For
Kingstone Companies, Inc.	5	Elect Director William L. Yankus	No	For	For	-	For
Kingstone Companies, Inc.	6	Elect Director Carla A. D'Andre	No	For	For	-	For
Kingstone Companies, Inc.	7	Elect Director Timothy P. McFadden	No	For	For	-	For
Kingstone Companies, Inc.	8	Ratify Marcum LLP as Auditors	No	For	For	-	For
Kingstone Companies, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Kingstone Companies, Inc.	10	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
KLX Energy Services Holdings, Inc.	1	Elect Director Richard G. Hamermesh	No	For	Withhold	-	Withhold
KLX Energy Services Holdings, Inc.	2	Elect Director Theodore L. Weise	No	For	For	-	For
KLX Energy Services Holdings, Inc.	3	Elect Director John T. Whates	No	For	For	-	For
KLX Energy Services Holdings, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Korn Ferry	1	Elect Director Doyle N. Beneby	No	For	For	-	For
Korn Ferry	2	Elect Director Gary D. Burnison	No	For	For	-	For
Korn Ferry	3	Elect Director Christina A. Gold	No	For	For	-	For
Korn Ferry	4	Elect Director Len J. Lauer	No	For	For	-	For

B.3.b.1.a.

DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Korn Ferry	5	Elect Director Jerry P. Leamon	No	For	For	-	For
Korn Ferry	6	Elect Director Angel R. Martinez	No	For	For	-	For
Korn Ferry	7	Elect Director Debra J. Perry	No	For	For	-	For
Korn Ferry	8	Elect Director Lori J. Robinson	No	For	For	-	For
Korn Ferry	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Korn Ferry	10	Amend Omnibus Stock Plan	No	For	For	-	For
Korn Ferry	11	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Korn Ferry	12	Reduce Ownership Threshold for Shareholders to Call Special Meeting	No	Against	For	-	Against
La-Z-Boy Incorporated	1	Elect Director Kurt L. Darrow	No	For	For	-	For
La-Z-Boy Incorporated	2	Elect Director Sarah M. Gallagher	No	For	For	-	For
La-Z-Boy Incorporated	3	Elect Director Edwin J. Holman	No	For	For	-	For
La-Z-Boy Incorporated	4	Elect Director Janet E. Kerr	No	For	For	-	For
La-Z-Boy Incorporated	5	Elect Director Michael T. Lawton	No	For	For	-	For
La-Z-Boy Incorporated	6	Elect Director H. George Levy	No	For	For	-	For
La-Z-Boy Incorporated	7	Elect Director W. Alan McCollough	No	For	For	-	For
La-Z-Boy Incorporated	8	Elect Director Rebecca L. O'Grady	No	For	For	-	For
La-Z-Boy Incorporated	9	Elect Director Lauren B. Peters	No	For	For	-	For
La-Z-Boy Incorporated	10	Elect Director Nido R. Qubein	No	For	For	-	For
La-Z-Boy Incorporated	11	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
La-Z-Boy Incorporated	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Lancaster Colony Corporation	1	Elect Director Barbara L. Brasier	No	For	For	-	For
Lancaster Colony Corporation	2	Elect Director David A. Ciesinski	No	For	For	-	For
Lancaster Colony Corporation	3	Elect Director Kenneth L. Cooke	No	For	For	-	For
Lancaster Colony Corporation	4	Elect Director Alan F. Harris	No	For	For	-	For
Lancaster Colony Corporation	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Lancaster Colony Corporation	6	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Landec Corporation	1	Elect Director Albert D. Bolles	No	For	For	-	For
Landec Corporation	2	Elect Director Deborah Carosella	No	For	For	-	For
Landec Corporation	3	Elect Director Tonia Pankopf	No	For	For	-	For
Landec Corporation	4	Elect Director Craig A. Barbarosh	No	For	For	-	For
Landec Corporation	5	Elect Director Charles Macaluso	No	For	For	-	For
Landec Corporation	6	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Landec Corporation	7	Approve Omnibus Stock Plan	No	For	For	-	For
Landec Corporation	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
LegacyTexas Financial Group, Inc.	1	Approve Merger Agreement	No	For	For	-	For
LegacyTexas Financial Group, Inc.	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
LegacyTexas Financial Group, Inc.	3	Adjourn Meeting	No	For	For	-	For
Legg Mason, Inc.	1	Elect Director Robert E. Angelica	No	For	For	-	For
Legg Mason, Inc.	2	Elect Director Carol Anthony "John" Davidson	No	For	For	-	For
Legg Mason, Inc.	3	Elect Director Edward P. Garden	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Legg Mason, Inc.	4	Elect Director Michelle J. Goldberg	No	For	For	-	For
Legg Mason, Inc.	5	Elect Director Stephen C. Hooley	No	For	For	-	For
Legg Mason, Inc.	6	Elect Director John V. Murphy	No	For	For	-	For
Legg Mason, Inc.	7	Elect Director Nelson Peltz	No	For	For	-	For
Legg Mason, Inc.	8	Elect Director Alison A. Quirk	No	For	For	-	For
Legg Mason, Inc.	9	Elect Director Joseph A. Sullivan	No	For	For	-	For
Legg Mason, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Legg Mason, Inc.	11	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Legg Mason, Inc.	12	Eliminate Supermajority Vote Requirement	No	None	For	-	For
Liberty Expedia Holdings, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Liberty Expedia Holdings, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Liberty Expedia Holdings, Inc.	3	Adjourn Meeting	No	For	For	-	For
LifeVantage Corporation	1	Elect Director Darren J. Jensen	No	For	For	-	For
LifeVantage Corporation	2	Elect Director Michael A. Beindorff	No	For	For	-	For
LifeVantage Corporation	3	Elect Director Erin Brockovich	No	For	For	-	For
LifeVantage Corporation	4	Elect Director Raymond B. Greer	No	For	For	-	For
LifeVantage Corporation	5	Elect Director Vinayak R. Hegde	No	For	For	-	For
LifeVantage Corporation	6	Elect Director Darwin K. Lewis	No	For	For	-	For
LifeVantage Corporation	7	Elect Director Garry P. Mauro	No	For	For	-	For
LifeVantage Corporation	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
LifeVantage Corporation	9	Ratify WSRP, LLC as Auditors	No	For	For	-	For
Lions Gate Entertainment Corp.	1	Elect Director Michael Burns	No	For	For	-	For
Lions Gate Entertainment Corp.	2	Elect Director Gordon Crawford	No	For	For	-	For
Lions Gate Entertainment Corp.	3	Elect Director Arthur Evrensel	No	For	For	-	For
Lions Gate Entertainment Corp.	4	Elect Director Jon Feltheimer	No	For	For	-	For
Lions Gate Entertainment Corp.	5	Elect Director Emily Fine	No	For	For	-	For
Lions Gate Entertainment Corp.	6	Elect Director Michael T. Fries	No	For	Withhold	-	Withhold
Lions Gate Entertainment Corp.	7	Elect Director Lucian Grainge	No	For	For	-	For
Lions Gate Entertainment Corp.	8	Elect Director Susan McCaw	No	For	For	-	For
Lions Gate Entertainment Corp.	9	Elect Director Mark H. Rachesky	No	For	For	-	For
Lions Gate Entertainment Corp.	10	Elect Director Daniel Sanchez	No	For	For	-	For
Lions Gate Entertainment Corp.	11	Elect Director Daryl Simm	No	For	For	-	For
Lions Gate Entertainment Corp.	12	Elect Director Hardwick Simmons	No	For	For	-	For
Lions Gate Entertainment Corp.	13	Elect Director David M. Zaslav	No	For	Withhold	-	Withhold
Lions Gate Entertainment Corp.	14	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	For
Lions Gate Entertainment Corp.	15	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Lions Gate Entertainment Corp.	16	Approve Omnibus Stock Plan	No	For	For	-	For
Lions Gate Entertainment Corp.	17	Other Business	No	For	Against	-	Against
LiveRamp Holdings, Inc.	1	Elect Director Richard P. Fox	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
LiveRamp Holdings, Inc.	2	Elect Director Clark M. Kokich	No	For	For	-	For
LiveRamp Holdings, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
LiveRamp Holdings, Inc.	4	Ratify KPMG LLP as Auditors	No	For	For	-	For
LSI Industries Inc.	1	Elect Director Robert P. Beech	No	For	For	-	For
LSI Industries Inc.	2	Elect Director Ronald D. Brown	No	For	For	-	For
LSI Industries Inc.	3	Elect Director James A. Clark	No	For	For	-	For
LSI Industries Inc.	4	Elect Director Amy L. Hanson	No	For	For	-	For
LSI Industries Inc.	5	Elect Director John K. Morgan	No	For	For	-	For
LSI Industries Inc.	6	Elect Director Wilfred T. O'Gara	No	For	For	-	For
LSI Industries Inc.	7	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
LSI Industries Inc.	8	Approve Omnibus Stock Plan	No	For	For	-	For
LSI Industries Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Maiden Holdings, Ltd.	1	Elect Director Barry D. Zyskind	No	For	For	-	For
Maiden Holdings, Ltd.	2	Elect Director Holly Blanchard	No	For	For	-	For
Maiden Holdings, Ltd.	3	Elect Director Patrick J. Haveron	No	For	For	-	For
Maiden Holdings, Ltd.	4	Elect Director Simcha G. Lyons	No	For	For	-	For
Maiden Holdings, Ltd.	5	Elect Director Lawrence F. Metz	No	For	For	-	For
Maiden Holdings, Ltd.	6	Elect Director Raymond M. Neff	No	For	For	-	For
Maiden Holdings, Ltd.	7	Elect Director Yehuda L. Neuberger	No	For	For	-	For
Maiden Holdings, Ltd.	8	Elect Director Steven H. Nigro	No	For	For	-	For
Maiden Holdings, Ltd.	9	Elect Director Keith A. Thomas	No	For	For	-	For
Maiden Holdings, Ltd.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Maiden Holdings, Ltd.	11	Approve Omnibus Stock Plan	No	For	Against	-	Against
Maiden Holdings, Ltd.	12	Ratify Deloitte Ltd. as Auditors	No	For	For	-	For
Malibu Boats, Inc.	1	Elect Director Michael K. Hooks	No	For	For	-	For
Malibu Boats, Inc.	2	Elect Director Jack D. Springer	No	For	For	-	For
Malibu Boats, Inc.	3	Elect Director John E. Stokely	No	For	For	-	For
Malibu Boats, Inc.	4	Ratify KPMG LLP as Auditors	No	For	For	-	For
Malibu Boats, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Malibu Boats, Inc.	6	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Marchex, Inc.	1	Elect Director Dennis Cline	No	For	For	-	For
Marchex, Inc.	2	Elect Director Donald Cogsville	No	For	For	-	For
Marchex, Inc.	3	Elect Director Russell C. Horowitz	No	For	For	-	For
Marchex, Inc.	4	Elect Director M. Wayne Wisehart	No	For	For	-	For
Marchex, Inc.	5	Ratify Moss Adams LLP as Auditors	No	For	For	-	For
Mastercraft Boat Holdings, Inc.	1	Elect Director Jaclyn Baumgarten	No	For	For	-	For
Mastercraft Boat Holdings, Inc.	2	Elect Director Roch Lambert	No	For	For	-	For
Mastercraft Boat Holdings, Inc.	3	Elect Director Peter G. Leemputte	No	For	For	-	For
Mastercraft Boat Holdings, Inc.	4	Amend Certificate of Incorporation to Declassify the Board	No	For	For	-	For
Mastercraft Boat Holdings, Inc.	5	Eliminate Supermajority Vote Requirement	No	For	For	-	For

B.3.b.1.a.

DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mastercraft Boat Holdings, Inc.	6	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Matrix Service Company	1	Elect Director Martha Z. Carnes	No	For	For	-	For
Matrix Service Company	2	Elect Director John D. Chandler	No	For	For	-	For
Matrix Service Company	3	Elect Director John W. Gibson	No	For	For	-	For
Matrix Service Company	4	Elect Director John R. Hewitt	No	For	For	-	For
Matrix Service Company	5	Elect Director Liane K. Hinrichs	No	For	For	-	For
Matrix Service Company	6	Elect Director James H. Miller	No	For	For	-	For
Matrix Service Company	7	Elect Director Jim W. Mogg	No	For	For	-	For
Matrix Service Company	8	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Matrix Service Company	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Medidata Solutions, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Medidata Solutions, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	Against
Medidata Solutions, Inc.	3	Adjourn Meeting	No	For	For	-	For
MEI Pharma, Inc.	1	Elect Director Thomas C. Reynolds	No	For	For	-	For
MEI Pharma, Inc.	2	Elect Director Christine A. White	No	For	For	-	For
MEI Pharma, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
MEI Pharma, Inc.	4	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Mercury Systems, Inc.	1	Elect Director James K. Bass	No	For	For	-	For
Mercury Systems, Inc.	2	Elect Director Michael A. Daniels	No	For	For	-	For
Mercury Systems, Inc.	3	Elect Director Lisa S. Disbrow	No	For	For	-	For
Mercury Systems, Inc.	4	Elect Director Barry R. Nearhos	No	For	For	-	For
Mercury Systems, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Mercury Systems, Inc.	6	Ratify KPMG LLP as Auditors	No	For	For	-	For
Methode Electronics, Inc.	1	Elect Director Walter J. Aspatore	No	For	For	-	For
Methode Electronics, Inc.	2	Elect Director Brian J. Cadwallader	No	For	For	-	For
Methode Electronics, Inc.	3	Elect Director Bruce K. Crowther	No	For	For	-	For
Methode Electronics, Inc.	4	Elect Director Darren M. Dawson	No	For	For	-	For
Methode Electronics, Inc.	5	Elect Director Donald W. Duda	No	For	For	-	For
Methode Electronics, Inc.	6	Elect Director Isabelle C. Goossen	No	For	For	-	For
Methode Electronics, Inc.	7	Elect Director Mark D. Schwabero	No	For	For	-	For
Methode Electronics, Inc.	8	Elect Director Lawrence B. Skatoff	No	For	For	-	For
Methode Electronics, Inc.	9	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Methode Electronics, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
MidSouth Bancorp, Inc.	1	Approve Merger Agreement	No	For	For	-	For
MidSouth Bancorp, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
MidSouth Bancorp, Inc.	3	Adjourn Meeting	No	For	For	-	For
Midstates Petroleum Company, Inc.	1	Issue Shares in Connection with Merger	No	For	For	-	For
Midstates Petroleum Company, Inc.	2	Elect Director David J. Sambrooks	No	For	For	-	For
Midstates Petroleum Company, Inc.	3	Elect Director Alan J. Carr	No	For	For	-	For
Midstates Petroleum Company, Inc.	4	Elect Director Patrice D. Douglas	No	For	For	-	For

B.3.b.1.a.

DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Midstates Petroleum Company, Inc.	5	Elect Director Neal P. Goldman	No	For	Withhold	-	Withhold
Midstates Petroleum Company, Inc.	6	Elect Director Randal T. Klein	No	For	For	-	For
Midstates Petroleum Company, Inc.	7	Elect Director Evan S. Lederman	No	For	For	-	For
Midstates Petroleum Company, Inc.	8	Elect Director David H. Proman	No	For	For	-	For
Midstates Petroleum Company, Inc.	9	Elect Director Todd R. Snyder	No	For	For	-	For
Midstates Petroleum Company, Inc.	10	Bundled Say on Pay/Golden Parachute Advisory Vote	No	For	For	-	For
Midstates Petroleum Company, Inc.	11	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Midstates Petroleum Company, Inc.	12	Adjourn Meeting	No	For	For	-	For
Milacron Holdings Corp.	1	Approve Merger Agreement	No	For	For	-	For
Milacron Holdings Corp.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Milacron Holdings Corp.	3	Adjourn Meeting	No	For	For	-	For
Mimecast Limited	1	Elect Director Aron Ain	No	For	For	-	For
Mimecast Limited	2	Elect Director Stephen M. Ward	No	For	For	-	For
Mimecast Limited	3	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Mimecast Limited	4	Authorize Board to Fix Remuneration of Auditors	No	For	For	-	For
Mimecast Limited	5	Accept Financial Statements and Statutory Reports	No	For	For	-	For
Mimecast Limited	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Misonix, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Misonix, Inc.	2	Issue Shares in Connection with Merger	No	For	For	-	For
Misonix, Inc.	3	Classify the Board of Directors	No	For	Against	-	Against
Misonix, Inc.	4	Eliminate Right to Act by Written Consent	No	For	Against	-	Against
Misonix, Inc.	5	Increase Supermajority Vote Requirement to Amend Bylaws	No	For	Against	-	Against
Misonix, Inc.	6	Eliminate Right to Call Special Meeting	No	For	Against	-	Against
Misonix, Inc.	7	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	No	For	Against	-	For
Misonix, Inc.	8	Adjourn Meeting	No	For	For	-	For
Mitcham Industries, Inc.	1	Elect Director Peter H. Blum	No	For	For	-	For
Mitcham Industries, Inc.	2	Elect Director Robert P. Capps	No	For	For	-	For
Mitcham Industries, Inc.	3	Elect Director R. Dean Lewis	No	For	For	-	For
Mitcham Industries, Inc.	4	Elect Director Robert J. Albers	No	For	For	-	For
Mitcham Industries, Inc.	5	Elect Director Thomas S. Glanville	No	For	For	-	For
Mitcham Industries, Inc.	6	Elect Director Marcus Rowland	No	For	For	-	For
Mitcham Industries, Inc.	7	Amend Omnibus Stock Plan	No	For	For	-	For
Mitcham Industries, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Mitcham Industries, Inc.	9	Ratify Moss Adams LLP as Auditors	No	For	For	-	For
Modine Manufacturing Company	1	Elect Director David G. Bills	No	For	For	-	For
Modine Manufacturing Company	2	Elect Director Thomas A. Burke	No	For	For	-	For
Modine Manufacturing Company	3	Elect Director Charles P. Cooley	No	For	For	-	For
Modine Manufacturing Company	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Modine Manufacturing Company	5	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For

B.3.b.1.a.

DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Monotype Imaging Holdings Inc.	1	Approve Merger Agreement	No	For	For	-	For
Monotype Imaging Holdings Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Monotype Imaging Holdings Inc.	3	Adjourn Meeting	No	For	For	-	For
MSG Networks Inc.	1	Elect Director Joseph J. Lhota	No	For	For	-	For
MSG Networks Inc.	2	Elect Director Joel M. Litvin	No	For	For	-	For
MSG Networks Inc.	3	Elect Director John L. Sykes	No	For	For	-	For
MSG Networks Inc.	4	Ratify KPMG LLP as Auditors	No	For	For	-	For
MSG Networks Inc.	5	Amend Non-Employee Director Omnibus Stock Plan	No	For	For	-	For
Myriad Genetics, Inc.	1	Elect Director Mark C. Capone	No	For	For	-	For
Myriad Genetics, Inc.	2	Elect Director Heiner Dreismann	No	For	For	-	For
Myriad Genetics, Inc.	3	Elect Director Colleen F. Reitan	No	For	For	-	For
Myriad Genetics, Inc.	4	Amend Restricted Stock Plan	No	For	For	-	For
Myriad Genetics, Inc.	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Myriad Genetics, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Nanometrics Incorporated	1	Issue Shares in Connection with Merger	No	For	For	-	For
Nanometrics Incorporated	2	Increase Authorized Common Stock	No	For	For	-	For
Nanometrics Incorporated	3	Amend Certificate of Incorporation Regarding Limitation of Personal Liability of Directors	No	For	For	-	For
Nanometrics Incorporated	4	Adjourn Meeting	No	For	For	-	For
Nathan's Famous, Inc.	1	Elect Director Robert J. Eide	No	For	For	-	For
Nathan's Famous, Inc.	2	Elect Director Eric Gatoff	No	For	For	-	For
Nathan's Famous, Inc.	3	Elect Director Brian S. Genson	No	For	For	-	For
Nathan's Famous, Inc.	4	Elect Director Barry Leistner	No	For	For	-	For
Nathan's Famous, Inc.	5	Elect Director Howard M. Lorber	No	For	Withhold	-	Withhold
Nathan's Famous, Inc.	6	Elect Director Wayne Norbitz	No	For	For	-	For
Nathan's Famous, Inc.	7	Elect Director A. F. Petrocelli	No	For	For	-	For
Nathan's Famous, Inc.	8	Elect Director Charles Raich	No	For	For	-	For
Nathan's Famous, Inc.	9	Approve Omnibus Stock Plan	No	For	For	-	For
Nathan's Famous, Inc.	10	Ratify Marcum LLP as Auditors	No	For	For	-	For
Nathan's Famous, Inc.	11	Require a Majority Vote for the Election of Directors	No	None	For	-	For
Natural Alternatives International, Inc.	1	Elect Director Alan G. Dunn	No	For	For	-	For
Natural Alternatives International, Inc.	2	Elect Director Lee G. Weldon	No	For	For	-	For
Natural Alternatives International, Inc.	3	Elect Director Laura Kay Matherly	No	For	For	-	For
Natural Alternatives International, Inc.	4	Approve Omnibus Stock Plan	No	For	Against	-	Against
Natural Alternatives International, Inc.	5	Ratify Haskell & White LLP as Auditors	No	For	For	-	For
Natural Alternatives International, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Natural Alternatives International, Inc.	7	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
Navigant Consulting, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Navigant Consulting, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	Against
Navigant Consulting, Inc.	3	Adjourn Meeting	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Neogen Corporation	1	Elect Director John E. Adent	No	For	For	-	For
Neogen Corporation	2	Elect Director William T. Boehm	No	For	For	-	For
Neogen Corporation	3	Elect Director James P. Tobin	No	For	For	-	For
Neogen Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Neogen Corporation	5	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
NetScout Systems, Inc.	1	Elect Director Anil K. Singhal	No	For	For	-	For
NetScout Systems, Inc.	2	Elect Director John R. Egan	No	For	For	-	For
NetScout Systems, Inc.	3	Elect Director Robert E. Donahue	No	For	For	-	For
NetScout Systems, Inc.	4	Approve Omnibus Stock Plan	No	For	For	-	For
NetScout Systems, Inc.	5	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
NetScout Systems, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Newmark Group, Inc.	1	Elect Director Howard W. Lutnick	No	For	Withhold	-	Withhold
Newmark Group, Inc.	2	Elect Director Michael Snow	No	For	Withhold	-	For
Newmark Group, Inc.	3	Elect Director Virginia S. Bauer	No	For	Withhold	-	For
Newmark Group, Inc.	4	Elect Director Peter F. Cervinka	No	For	Withhold	-	For
NextGen Healthcare, Inc.	1	Elect Director John R. 'Rusty' Frantz	No	For	For	-	For
NextGen Healthcare, Inc.	2	Elect Director Craig A. Barbarosh	No	For	For	-	For
NextGen Healthcare, Inc.	3	Elect Director George H. Bristol	No	For	For	-	For
NextGen Healthcare, Inc.	4	Elect Director Julie D. Klapstein	No	For	For	-	For
NextGen Healthcare, Inc.	5	Elect Director James C. Malone	No	For	For	-	For
NextGen Healthcare, Inc.	6	Elect Director Jeffrey H. Margolis	No	For	For	-	For
NextGen Healthcare, Inc.	7	Elect Director Morris Panner	No	For	For	-	For
NextGen Healthcare, Inc.	8	Elect Director Sheldon Razin	No	For	For	-	For
NextGen Healthcare, Inc.	9	Elect Director Lance E. Rosenzweig	No	For	For	-	For
NextGen Healthcare, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
NextGen Healthcare, Inc.	11	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
NextGen Healthcare, Inc.	12	Amend Omnibus Stock Plan	No	For	For	-	For
Nicholas Financial, Inc.	1	Elect Director Douglas W. Marohn	No	For	For	-	For
Nicholas Financial, Inc.	2	Elect Director Adam K. Peterson	No	For	For	-	For
Nicholas Financial, Inc.	3	Ratify RSM US LLP as Auditors	No	For	For	-	For
Nicholas Financial, Inc.	4	Advisory Vote on Executive Compensation Approach	No	For	For	-	Against
Northeast Bank	1	Elect Director John C. Orestis	No	For	For	-	For
Northeast Bank	2	Elect Director David A. Tanner	No	For	For	-	For
Northeast Bank	3	Elect Director Judith E. Wallingford	No	For	For	-	For
Northeast Bank	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Northeast Bank	5	Ratify RSM US LLP as Auditors	No	For	For	-	For
NVE Corporation	1	Elect Director Terrence W. Glarner	No	For	For	-	For
NVE Corporation	2	Elect Director Daniel A. Baker	No	For	For	-	For
NVE Corporation	3	Elect Director Patricia M. Hollister	No	For	For	-	For
NVE Corporation	4	Elect Director Richard W. Kramp	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
NVE Corporation	5	Elect Director Gary R. Maharaj	No	For	For	-	For
NVE Corporation	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
NVE Corporation	7	Ratify Boulay PLLP as Auditors	No	For	For	-	For
Oil-Dri Corporation of America	1	Elect Director Ellen-Blair Chube	No	For	Withhold	-	Withhold
Oil-Dri Corporation of America	2	Elect Director Paul M. Hindsley	No	For	For	-	For
Oil-Dri Corporation of America	3	Elect Director Daniel S. Jaffee	No	For	Withhold	-	Withhold
Oil-Dri Corporation of America	4	Elect Director Joseph C. Miller	No	For	Withhold	-	Withhold
Oil-Dri Corporation of America	5	Elect Director Michael A. Nemeroff	No	For	Withhold	-	Withhold
Oil-Dri Corporation of America	6	Elect Director George C. Roeth	No	For	For	-	For
Oil-Dri Corporation of America	7	Elect Director Allan H. Selig	No	For	Withhold	-	Withhold
Oil-Dri Corporation of America	8	Elect Director Paul E. Suckow	No	For	For	-	For
Oil-Dri Corporation of America	9	Elect Director Lawrence E. Washow	No	For	For	-	For
Oil-Dri Corporation of America	10	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Oil-Dri Corporation of America	11	Amend Omnibus Stock Plan	No	For	Against	-	Against
Old Line Bancshares, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Old Line Bancshares, Inc.	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
Old Line Bancshares, Inc.	3	Adjourn Meeting	No	For	For	-	For
OMNOVA Solutions Inc.	1	Approve Merger Agreement	No	For	For	-	For
OMNOVA Solutions Inc.	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
OMNOVA Solutions Inc.	3	Adjourn Meeting	No	For	For	-	For
Oritani Financial Corp.	1	Approve Merger Agreement	No	For	For	-	For
Oritani Financial Corp.	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
Oritani Financial Corp.	3	Adjourn Meeting	No	For	Against	-	Against
Ormat Technologies, Inc.	1	Declassify the Board of Directors	No	For	For	-	For
Ormat Technologies, Inc.	2	Adjourn Meeting	No	For	For	-	For
OSI Systems, Inc.	1	Elect Director Deepak Chopra	No	For	For	-	For
OSI Systems, Inc.	2	Elect Director Steven C. Good	No	For	For	-	For
OSI Systems, Inc.	3	Elect Director Meyer Luskin	No	For	For	-	For
OSI Systems, Inc.	4	Elect Director William F. Ballhaus, Jr.	No	For	For	-	For
OSI Systems, Inc.	5	Elect Director James B. Hawkins	No	For	For	-	For
OSI Systems, Inc.	6	Elect Director Gerald Chizever	No	For	For	-	For
OSI Systems, Inc.	7	Elect Director Kelli Bernard	No	For	For	-	For
OSI Systems, Inc.	8	Ratify Moss Adams LLP as Auditors	No	For	For	-	For
OSI Systems, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Pacific Ethanol, Inc.	1	Elect Director William L. Jones	No	For	For	-	For
Pacific Ethanol, Inc.	2	Elect Director Neil M. Koehler	No	For	For	-	For
Pacific Ethanol, Inc.	3	Elect Director Michael D. Kandris	No	For	For	-	For
Pacific Ethanol, Inc.	4	Elect Director Terry L. Stone	No	For	For	-	For
Pacific Ethanol, Inc.	5	Elect Director John L. Prince	No	For	For	-	For
Pacific Ethanol, Inc.	6	Elect Director Douglas L. Kieta	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Pacific Ethanol, Inc.	7	Elect Director Larry D. Layne	No	For	For	-	For
Pacific Ethanol, Inc.	8	Elect Director Gilbert E. Nathan	No	For	For	-	For
Pacific Ethanol, Inc.	9	Elect Director Dianne S. Nury	No	For	For	-	For
Pacific Ethanol, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Pacific Ethanol, Inc.	11	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
Pacific Ethanol, Inc.	12	Amend Omnibus Stock Plan	No	For	For	-	For
Pacific Ethanol, Inc.	13	Ratify RSM US LLP as Auditors	No	For	For	-	For
Park Electrochemical Corp.	1	Elect Director Dale E. Blanchfield	No	For	For	-	For
Park Electrochemical Corp.	2	Elect Director Emily J. Groehl	No	For	For	-	For
Park Electrochemical Corp.	3	Elect Director Brian E. Shore	No	For	For	-	For
Park Electrochemical Corp.	4	Elect Director Carl W. Smith	No	For	For	-	For
Park Electrochemical Corp.	5	Elect Director Steven T. Warshaw	No	For	For	-	For
Park Electrochemical Corp.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Park Electrochemical Corp.	7	Change Company Name to Park Aerospace Corp.	No	For	For	-	For
Park Electrochemical Corp.	8	Ratify CohnReznick LLP as Auditors	No	For	For	-	For
Paylocity Holding Corporation	1	Elect Director Steven R. Beauchamp	No	For	For	-	For
Paylocity Holding Corporation	2	Elect Director Andres D. Reiner	No	For	For	-	For
Paylocity Holding Corporation	3	Ratify KPMG LLP as Auditors	No	For	For	-	For
Paylocity Holding Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
PCM, Inc.	1	Approve Merger Agreement	No	For	For	-	For
PCM, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
PCM, Inc.	3	Adjourn Meeting	No	For	For	-	For
PCSB Financial Corporation	1	Elect Director Joseph D. Roberto	No	For	Withhold	-	Withhold
PCSB Financial Corporation	2	Elect Director William V. Cuddy, Jr.	No	For	Withhold	-	Withhold
PCSB Financial Corporation	3	Elect Director Kevin B. Dwyer	No	For	Withhold	-	Withhold
PCSB Financial Corporation	4	Elect Director Willard I. Hill, Jr.	No	For	Withhold	-	Withhold
PCSB Financial Corporation	5	Ratify Crowe LLP as Auditors	No	For	For	-	For
pdvWireless, Inc.	1	Elect Director Brian D. McAuley	No	For	For	-	For
pdvWireless, Inc.	2	Elect Director Morgan E. O'Brien	No	For	For	-	For
pdvWireless, Inc.	3	Elect Director T. Clark Akers	No	For	For	-	For
pdvWireless, Inc.	4	Elect Director Rachelle B. Chong	No	For	Against	-	Against
pdvWireless, Inc.	5	Elect Director Greg W. Cominos	No	For	For	-	For
pdvWireless, Inc.	6	Elect Director Gregory A. Haller	No	For	For	-	For
pdvWireless, Inc.	7	Elect Director Mark J. Hennessy	No	For	For	-	For
pdvWireless, Inc.	8	Elect Director Singleton B. McAllister	No	For	Against	-	Against
pdvWireless, Inc.	9	Elect Director Paul Saleh	No	For	Against	-	Against
pdvWireless, Inc.	10	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
pdvWireless, Inc.	11	Change Company Name to Anterix Inc.	No	For	For	-	For
Perceptron, Inc.	1	Elect Director John F. Bryant	No	For	For	-	For
Perceptron, Inc.	2	Elect Director Jay W. Freeland	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Perceptron, Inc.	3	Elect Director Sujatha Kumar	No	For	For	-	For
Perceptron, Inc.	4	Elect Director C. Richard Neely, Jr.	No	For	For	-	For
Perceptron, Inc.	5	Elect Director James A. Ratigan	No	For	For	-	For
Perceptron, Inc.	6	Elect Director William C. Taylor	No	For	For	-	For
Perceptron, Inc.	7	Elect Director David L. Watza	No	For	For	-	For
Perceptron, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Perceptron, Inc.	9	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Perceptron, Inc.	10	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Performance Food Group Company	1	Elect Director George L. Holm	No	For	For	-	For
Performance Food Group Company	3	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Performance Food Group Company	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Performance Food Group Company	5	Amend Omnibus Stock Plan	No	For	For	-	For
Performance Food Group Company	6	Approve Qualified Employee Stock Purchase Plan	No	For	For	-	For
Performance Food Group Company	7	Eliminate Supermajority Vote Requirement for Amending Government Documents and Removing Directors	No	For	For	-	For
Performance Food Group Company	8	Provide Right to Call Special Meeting	No	For	For	-	For
Perspecta Inc.	1	Elect Director Sanju K. Bansal	No	For	For	-	For
Perspecta Inc.	2	Elect Director Sondra L. Barbour	No	For	For	-	For
Perspecta Inc.	3	Elect Director John M. Curtis	No	For	For	-	For
Perspecta Inc.	4	Elect Director Lisa S. Disbrow	No	For	For	-	For
Perspecta Inc.	5	Elect Director Glenn A. Eisenberg	No	For	For	-	For
Perspecta Inc.	6	Elect Director Pamela O. Kimmet	No	For	For	-	For
Perspecta Inc.	7	Elect Director J. Michael Lawrie	No	For	For	-	For
Perspecta Inc.	8	Elect Director Ramzi M. Musallam	No	For	For	-	For
Perspecta Inc.	9	Elect Director Philip O. Nolan	No	For	For	-	For
Perspecta Inc.	10	Elect Director Michael E. Ventling	No	For	For	-	For
Perspecta Inc.	11	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Perspecta Inc.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Perspecta Inc.	13	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
PetMed Express, Inc.	1	Elect Director Menderes Akdag	No	For	For	-	For
PetMed Express, Inc.	2	Elect Director Leslie C.G. Campbell	No	For	For	-	For
PetMed Express, Inc.	3	Elect Director Frank J. Formica	No	For	For	-	For
PetMed Express, Inc.	4	Elect Director Gian M. Fulgoni	No	For	For	-	For
PetMed Express, Inc.	5	Elect Director Ronald J. Korn	No	For	For	-	For
PetMed Express, Inc.	6	Elect Director Robert C. Schweitzer	No	For	For	-	For
PetMed Express, Inc.	7	Amend Bylaws	No	For	For	-	For
PetMed Express, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
PetMed Express, Inc.	9	Ratify RSM US LLP as Auditors	No	For	For	-	For
PetMed Express, Inc.	10	Adopt Simple Majority Vote	No	Against	For	-	For
Phibro Animal Health Corporation	1	Elect Director Jack C. Bendheim	No	For	Withhold	-	Withhold

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Phibro Animal Health Corporation	2	Elect Director E. Thomas Corcoran	No	For	Withhold	-	Withhold
Phibro Animal Health Corporation	3	Elect Director George Gunn	No	For	For	-	For
Phibro Animal Health Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Phibro Animal Health Corporation	5	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
Phibro Animal Health Corporation	6	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Pieris Pharmaceuticals, Inc.	1	Elect Director James Geraghty	No	For	Withhold	-	Withhold
Pieris Pharmaceuticals, Inc.	2	Elect Director Ann Barbier	No	For	Withhold	-	Withhold
Pieris Pharmaceuticals, Inc.	3	Approve Omnibus Stock Plan	No	For	For	-	For
Pieris Pharmaceuticals, Inc.	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
PlayAGS, Inc.	1	Elect Director Adam Chibib	No	For	Withhold	-	Withhold
PlayAGS, Inc.	2	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
PlayAGS, Inc.	3	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Presidio, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Presidio, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	Against
Presidio, Inc.	3	Adjourn Meeting	No	For	For	-	For
Prestige Consumer Healthcare Inc.	1	Elect Director Ronald M. Lombardi	No	For	For	-	For
Prestige Consumer Healthcare Inc.	2	Elect Director John E. Byom	No	For	For	-	For
Prestige Consumer Healthcare Inc.	3	Elect Director Gary E. Costley	No	For	For	-	For
Prestige Consumer Healthcare Inc.	4	Elect Director Sheila A. Hopkins	No	For	For	-	For
Prestige Consumer Healthcare Inc.	5	Elect Director James M. Jenness	No	For	For	-	For
Prestige Consumer Healthcare Inc.	6	Elect Director Natale S. Ricciardi	No	For	For	-	For
Prestige Consumer Healthcare Inc.	7	Elect Director Christopher J. Coughlin	No	For	For	-	For
Prestige Consumer Healthcare Inc.	8	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Prestige Consumer Healthcare Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Provident Financial Holdings, Inc.	1	Elect Director Joseph P. Barr	No	For	For	-	For
Provident Financial Holdings, Inc.	2	Elect Director Bruce W. Bennett	No	For	For	-	For
Provident Financial Holdings, Inc.	3	Elect Director Debbi H. Guthrie	No	For	For	-	For
Provident Financial Holdings, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Provident Financial Holdings, Inc.	5	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Radiant Logistics, Inc.	1	Elect Director Bohn H. Crain	No	For	For	-	For
Radiant Logistics, Inc.	2	Elect Director Jack Edwards	No	For	For	-	For
Radiant Logistics, Inc.	3	Elect Director Richard P. Palmieri	No	For	For	-	For
Radiant Logistics, Inc.	4	Elect Director Michael Gould	No	For	For	-	For
Radiant Logistics, Inc.	5	Ratify Peterson Sullivan LLP as Auditors	No	For	For	-	For
Radiant Logistics, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Radiant Logistics, Inc.	7	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
RBC Bearings Incorporated	1	Elect Director Edward D. Stewart	No	For	For	-	For
RBC Bearings Incorporated	2	Elect Director Daniel A. Bergeron	No	For	For	-	For
RBC Bearings Incorporated	3	Elect Director Michael H. Ambrose	No	For	For	-	For
RBC Bearings Incorporated	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
RBC Bearings Incorporated	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
RCI Hospitality Holdings, Inc.	1	Elect Director Eric S. Langan	No	For	For	-	For
RCI Hospitality Holdings, Inc.	2	Elect Director Travis Reese	No	For	For	-	For
RCI Hospitality Holdings, Inc.	3	Elect Director Nourdean Anakar	No	For	Withhold	-	For
RCI Hospitality Holdings, Inc.	4	Elect Director Luke C. Lirot	No	For	For	-	For
RCI Hospitality Holdings, Inc.	5	Elect Director Yura Barabash	No	For	For	-	For
RCI Hospitality Holdings, Inc.	6	Elect Director Elaine J. Martin	No	For	For	-	For
RCI Hospitality Holdings, Inc.	7	Elect Director Arthur Allan Priaux	No	For	For	-	For
RCI Hospitality Holdings, Inc.	8	Ratify Friedman LLP as Auditors	No	For	For	-	For
RCI Hospitality Holdings, Inc.	9	Other Business	No	For	Against	-	Against
RCM Technologies, Inc.	1	Elect Director Roger H. Ballou	No	For	For	-	For
RCM Technologies, Inc.	2	Elect Director Rick Genovese	No	For	For	-	For
RCM Technologies, Inc.	3	Elect Director Swarna Srinivas Kakodkar	No	For	For	-	For
RCM Technologies, Inc.	4	Elect Director Leon Kopyt	No	For	For	-	For
RCM Technologies, Inc.	5	Elect Director S. Gary Snodgrass	No	For	For	-	For
RCM Technologies, Inc.	6	Elect Director Bradley S. Vizi	No	For	For	-	For
RCM Technologies, Inc.	7	Ratify Macias, Gini & O'Connell LLP as Auditors	No	For	For	-	For
RCM Technologies, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
RCM Technologies, Inc.	9	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Regis Corporation	1	Elect Director Daniel G. Beltzman	No	For	For	-	For
Regis Corporation	2	Elect Director Virginia Gambale	No	For	For	-	For
Regis Corporation	3	Elect Director David J. Grissen	No	For	For	-	For
Regis Corporation	4	Elect Director Mark S. Light	No	For	For	-	For
Regis Corporation	5	Elect Director Michael J. Merriman	No	For	For	-	For
Regis Corporation	6	Elect Director M. Ann Rhoades	No	For	For	-	For
Regis Corporation	7	Elect Director Hugh E. Sawyer, III	No	For	For	-	For
Regis Corporation	8	Elect Director David P. Williams	No	For	For	-	For
Regis Corporation	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Regis Corporation	10	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Resources Connection, Inc.	1	Elect Director Anthony C. Cherbak	No	For	For	-	For
Resources Connection, Inc.	2	Elect Director Neil F. Dimick	No	For	For	-	Against
Resources Connection, Inc.	3	Elect Director Kate W. Duchene	No	For	For	-	For
Resources Connection, Inc.	4	Approve Qualified Employee Stock Purchase Plan	No	For	For	-	For
Resources Connection, Inc.	5	Ratify RSM US LLP as Auditors	No	For	For	-	For
Resources Connection, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Rexnord Corporation	1	Elect Director Mark S. Bartlett	No	For	For	-	For
Rexnord Corporation	2	Elect Director David C. Longren	No	For	For	-	For
Rexnord Corporation	3	Elect Director George C. Moore	No	For	For	-	For
Rexnord Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Rexnord Corporation	5	Amend Omnibus Stock Plan	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Rexnord Corporation	6	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Richardson Electronics, Ltd.	1	Elect Director Edward J. Richardson	No	For	For	-	For
Richardson Electronics, Ltd.	2	Elect Director Paul J. Plante	No	For	For	-	For
Richardson Electronics, Ltd.	3	Elect Director Jacques Belin	No	For	For	-	For
Richardson Electronics, Ltd.	4	Elect Director James Benham	No	For	For	-	For
Richardson Electronics, Ltd.	5	Elect Director Kenneth Halverson	No	For	For	-	For
Richardson Electronics, Ltd.	6	Elect Director Robert H. Kluge	No	For	For	-	For
Richardson Electronics, Ltd.	7	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Richardson Electronics, Ltd.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Riverview Bancorp, Inc.	1	Elect Director Patricia W. Eby	No	For	For	-	For
Riverview Bancorp, Inc.	2	Elect Director David Nierenberg	No	For	For	-	For
Riverview Bancorp, Inc.	3	Elect Director Gerald L. Nies	No	For	For	-	For
Riverview Bancorp, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Rudolph Technologies, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Rudolph Technologies, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Rudolph Technologies, Inc.	3	Increase Authorized Common Stock	No	For	For	-	For
Rudolph Technologies, Inc.	4	Adjourn Meeting	No	For	For	-	For
Scholastic Corporation	1	Elect Director James W. Barge	No	For	For	-	For
Scholastic Corporation	2	Elect Director John L. Davies	No	For	For	-	For
SemGroup Corporation	1	Approve Merger Agreement	No	For	For	-	For
SemGroup Corporation	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
SemGroup Corporation	3	Adjourn Meeting	No	For	For	-	For
Seneca Foods Corporation	1	Elect Director John P. Gaylord	No	For	For	-	For
Seneca Foods Corporation	1	Elect Director John P. Gaylord	No	For	For	-	For
Seneca Foods Corporation	2	Elect Director Kathryn J. Boor	No	For	For	-	For
Seneca Foods Corporation	2	Elect Director Kathryn J. Boor	No	For	For	-	For
Seneca Foods Corporation	3	Elect Director Susan W. Stuart	No	For	For	-	For
Seneca Foods Corporation	3	Elect Director Susan W. Stuart	No	For	For	-	For
Seneca Foods Corporation	4	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Seneca Foods Corporation	4	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Shutterfly, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Shutterfly, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
Shutterfly, Inc.	3	Adjourn Meeting	No	For	For	-	For
Skyline Champion Corporation	1	Elect Director Keith Anderson	No	For	For	-	For
Skyline Champion Corporation	2	Elect Director Timothy J. Bernlohr	No	For	For	-	For
Skyline Champion Corporation	3	Elect Director Michael Berman	No	For	For	-	For
Skyline Champion Corporation	4	Elect Director John C. Firth	No	For	For	-	For
Skyline Champion Corporation	5	Elect Director Michael Kaufman	No	For	For	-	For
Skyline Champion Corporation	6	Elect Director Gary E. Robinette	No	For	For	-	For
Skyline Champion Corporation	7	Elect Director Mark J. Yost	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Skyline Champion Corporation	8	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Skyline Champion Corporation	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Southern Missouri Bancorp, Inc.	1	Elect Director Sammy A. Schalk	No	For	For	-	For
Southern Missouri Bancorp, Inc.	2	Elect Director Charles R. Love	No	For	For	-	For
Southern Missouri Bancorp, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Southern Missouri Bancorp, Inc.	4	Ratify BKD, LLP as Auditors	No	For	For	-	For
Spok Holdings, Inc.	1	Elect Director N. Blair Butterfield	No	For	For	-	For
Spok Holdings, Inc.	2	Elect Director Stacia A. Hylton	No	For	For	-	For
Spok Holdings, Inc.	3	Elect Director Vincent D. Kelly	No	For	For	-	For
Spok Holdings, Inc.	4	Elect Director Brian O'Reilly	No	For	For	-	For
Spok Holdings, Inc.	5	Elect Director Matthew Oristano	No	For	For	-	For
Spok Holdings, Inc.	6	Elect Director Todd Stein	No	For	For	-	For
Spok Holdings, Inc.	7	Elect Director Samme L. Thompson	No	For	For	-	For
Spok Holdings, Inc.	8	Elect Director Royce Yudkoff	No	For	For	-	For
Spok Holdings, Inc.	9	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Spok Holdings, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Standex International Corporation	1	Elect Director Thomas E. Chorman	No	For	For	-	For
Standex International Corporation	2	Elect Director Thomas J. Hansen	No	For	For	-	For
Standex International Corporation	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Standex International Corporation	4	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Steelcase Inc.	1	Elect Director Lawrence J. Blanford	No	For	For	-	For
Steelcase Inc.	2	Elect Director Timothy C. E. Brown	No	For	For	-	For
Steelcase Inc.	3	Elect Director Connie K. Duckworth	No	For	For	-	For
Steelcase Inc.	4	Elect Director James P. Keane	No	For	For	-	For
Steelcase Inc.	5	Elect Director Todd P. Kelsey	No	For	For	-	For
Steelcase Inc.	6	Elect Director Jennifer C. Niemann	No	For	For	-	For
Steelcase Inc.	7	Elect Director Robert C. Pew, III	No	For	For	-	For
Steelcase Inc.	8	Elect Director Cathy D. Ross	No	For	For	-	For
Steelcase Inc.	9	Elect Director Peter M. Wege, II	No	For	For	-	For
Steelcase Inc.	10	Elect Director Kate Pew Wolters	No	For	For	-	For
Steelcase Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Steelcase Inc.	12	Ratify Deloitte & Touche LLP as Auditor	No	For	For	-	For
STRATTEC SECURITY CORPORATION	1	Elect Director Frank J. Krejci	No	For	For	-	For
STRATTEC SECURITY CORPORATION	2	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
STRATTEC SECURITY CORPORATION	3	Adopt Majority Voting for Uncontested Election of Directors	No	For	For	-	For
Synaptics Incorporated	1	Elect Director Kiva A. Allgood	No	For	For	-	For
Synaptics Incorporated	2	Elect Director Michael E. Hurlston	No	For	For	-	For
Synaptics Incorporated	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Synaptics Incorporated	4	Ratify KPMG LLP as Auditors	No	For	For	-	For
Synaptics Incorporated	5	Approve Omnibus Stock Plan	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Synaptics Incorporated	6	Approve Qualified Employee Stock Purchase Plan	No	For	For	-	For
Taro Pharmaceutical Industries Ltd.	1	Reappoint Ziv Haft as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	2	Reelect Dilip Shanghvi as Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	3	Reelect Abhay Gandhi as Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	4	Reelect Sudhir Valia as Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	5	Reelect Uday Baldota as Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	6	Reelect James Kedrowski as Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	7	Reelect Dov Pekelman as Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	8	Reelect Linda Benshoshan as External Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	10	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	No	None	Refer	-	Do Not Vote
Telenav, Inc.	1	Elect Director Samuel Chen	No	For	For	-	For
Telenav, Inc.	2	Elect Director Wes Cummins	No	For	For	-	For
Telenav, Inc.	3	Approve Omnibus Stock Plan	No	For	For	-	For
Telenav, Inc.	4	Approve Qualified Employee Stock Purchase Plan	No	For	For	-	For
Telenav, Inc.	5	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Telenav, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
TESSCO Technologies Incorporated	1	Elect Director Robert B. Barnhill, Jr.	No	For	For	-	For
TESSCO Technologies Incorporated	2	Elect Director John D. Beletic	No	For	For	-	For
TESSCO Technologies Incorporated	3	Elect Director Jay G. Baitler	No	For	For	-	For
TESSCO Technologies Incorporated	4	Elect Director Paul J. Gaffney	No	For	For	-	For
TESSCO Technologies Incorporated	5	Elect Director Benn R. Konsynski	No	For	For	-	For
TESSCO Technologies Incorporated	6	Elect Director Dennis J. Shaughnessy	No	For	For	-	For
TESSCO Technologies Incorporated	7	Elect Director Murray N. Wright	No	For	For	-	For
TESSCO Technologies Incorporated	8	Elect Director Morton F. Zifferer, Jr.	No	For	For	-	For
TESSCO Technologies Incorporated	9	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
TESSCO Technologies Incorporated	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
TESSCO Technologies Incorporated	11	Approve Omnibus Stock Plan	No	For	For	-	For
The Container Store Group, Inc.	1	Elect Director Timothy J. Flynn	No	For	Withhold	-	Withhold
The Container Store Group, Inc.	2	Elect Director Robert E. Jordan	No	For	For	-	For
The Container Store Group, Inc.	3	Elect Director Walter Robb	No	For	For	-	For
The Container Store Group, Inc.	4	Elect Director Wendi Sturgis	No	For	For	-	For
The Container Store Group, Inc.	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
The Container Store Group, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
The Container Store Group, Inc.	7	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
The L.S. Starrett Company	1	Elect Director Richard B. Kennedy	No	For	Withhold	-	Withhold
The L.S. Starrett Company	2	Elect Director Terry A. Piper	No	For	Withhold	-	Withhold

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
The L.S. Starrett Company	3	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
The Vitamin Shoppe	1	Approve Merger Agreement	No	For	For	-	For
The Vitamin Shoppe	2	Advisory Vote on Golden Parachutes	No	For	For	-	Against
The Vitamin Shoppe	3	Adjourn Meeting	No	For	For	-	For
Thermon Group Holdings, Inc.	1	Elect Director Linda A. Dalgetty	No	For	For	-	For
Thermon Group Holdings, Inc.	2	Elect Director Marcus J. George	No	For	For	-	For
Thermon Group Holdings, Inc.	3	Elect Director Kevin J. McGinty	No	For	For	-	For
Thermon Group Holdings, Inc.	4	Elect Director John T. Nesser, III	No	For	For	-	For
Thermon Group Holdings, Inc.	5	Elect Director Michael W. Press	No	For	For	-	For
Thermon Group Holdings, Inc.	6	Elect Director Charles A. Sorrentino	No	For	For	-	For
Thermon Group Holdings, Inc.	7	Elect Director Bruce A. Thames	No	For	For	-	For
Thermon Group Holdings, Inc.	8	Ratify KPMG LLP as Auditors	No	For	For	-	For
Thermon Group Holdings, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Thor Industries, Inc.	1	Elect Director Andrew E. Graves	No	For	For	-	For
Thor Industries, Inc.	2	Elect Director Amelia A. Huntington	No	For	For	-	For
Thor Industries, Inc.	3	Elect Director Wilson Jones	No	For	For	-	For
Thor Industries, Inc.	4	Elect Director Christopher Klein	No	For	For	-	For
Thor Industries, Inc.	5	Elect Director J. Allen Kosowsky	No	For	For	-	For
Thor Industries, Inc.	6	Elect Director Robert W. Martin	No	For	For	-	For
Thor Industries, Inc.	7	Elect Director Peter B. Orthwein	No	For	For	-	For
Thor Industries, Inc.	8	Elect Director Jan H. Suwinski	No	For	For	-	For
Thor Industries, Inc.	9	Elect Director James L. Ziemer	No	For	For	-	For
Thor Industries, Inc.	10	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Thor Industries, Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Tile Shop Holdings, Inc.	1	Elect Director Peter J. Jacullo, III	No	For	For	-	For
Tile Shop Holdings, Inc.	2	Elect Director Cabell H. Lolmaugh	No	For	For	-	For
Tile Shop Holdings, Inc.	3	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Tile Shop Holdings, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Tile Shop Holdings, Inc.	5	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Transcat, Inc.	1	Elect Director Charles P. Hadeed	No	For	For	-	For
Transcat, Inc.	2	Elect Director Paul D. Moore	No	For	For	-	For
Transcat, Inc.	3	Elect Director Angela J. Panzarella	No	For	For	-	For
Transcat, Inc.	4	Fix Number of Directors at Ten	No	For	For	-	For
Transcat, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Transcat, Inc.	6	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Transcat, Inc.	7	Ratify Freed Maxick CPAs, P.C. as Auditors	No	For	For	-	For
Trinseo S.A.	1	Elect Director Mark Tomkins	No	For	For	-	For
Trinseo S.A.	2	Elect Director Sandra Beach Lin	No	For	For	-	For
Tuesday Morning Corporation	1	Elect Director Steven R. Becker	No	For	For	-	For
Tuesday Morning Corporation	2	Elect Director Terry Burman	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Tuesday Morning Corporation	3	Elect Director James T. Corcoran	No	For	For	-	For
Tuesday Morning Corporation	4	Elect Director Barry S. Gluck	No	For	For	-	For
Tuesday Morning Corporation	5	Elect Director Frank M. Hamlin	No	For	For	-	For
Tuesday Morning Corporation	6	Elect Director Reuben E. Slone	No	For	For	-	For
Tuesday Morning Corporation	7	Elect Director Sherry M. Smith	No	For	For	-	For
Tuesday Morning Corporation	8	Elect Director Richard S. Willis	No	For	For	-	For
Tuesday Morning Corporation	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Tuesday Morning Corporation	10	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Twin Disc, Incorporated	1	Elect Director John H. Batten	No	For	For	-	For
Twin Disc, Incorporated	2	Elect Director Harold M. Stratton, II	No	For	For	-	For
Twin Disc, Incorporated	3	Elect Director Michael C. Smiley	No	For	For	-	For
Twin Disc, Incorporated	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Twin Disc, Incorporated	5	Ratify RSM US LLP as Auditors	No	For	For	-	For
Ultralife Corporation	1	Elect Director Steven M. Anderson	No	For	For	-	For
Ultralife Corporation	2	Elect Director Michael D. Popielec	No	For	For	-	For
Ultralife Corporation	3	Elect Director Thomas L. Saeli	No	For	For	-	For
Ultralife Corporation	4	Elect Director Robert W. Shaw, II	No	For	For	-	For
Ultralife Corporation	5	Elect Director Ranjit C. Singh	No	For	For	-	For
Ultralife Corporation	6	Elect Director Bradford T. Whitmore	No	For	For	-	For
Ultralife Corporation	7	Ratify Freed Maxick CPAs, P.C. as Auditors	No	For	For	-	For
Unifi, Inc.	1	Elect Director Robert J. Bishop	No	For	For	-	For
Unifi, Inc.	2	Elect Director Albert P. Carey	No	For	For	-	For
Unifi, Inc.	3	Elect Director Thomas H. Caudle, Jr.	No	For	For	-	For
Unifi, Inc.	4	Elect Director Archibald Cox, Jr.	No	For	For	-	For
Unifi, Inc.	5	Elect Director James M. Kilts	No	For	For	-	For
Unifi, Inc.	6	Elect Director Kenneth G. Langone	No	For	For	-	For
Unifi, Inc.	7	Elect Director James D. Mead	No	For	For	-	For
Unifi, Inc.	8	Elect Director Suzanne M. Present	No	For	For	-	For
Unifi, Inc.	9	Elect Director Eva T. Zlotnicka	No	For	For	-	For
Unifi, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Unifi, Inc.	11	Ratify KPMG LLP as Auditors	No	For	For	-	For
United Community Financial Corp.	1	Approve Merger Agreement	No	For	For	-	For
United Community Financial Corp.	2	Advisory Vote on Golden Parachutes	No	For	For	-	Against
United Community Financial Corp.	3	Adjourn Meeting	No	For	For	-	For
United Financial Bancorp, Inc.	1	Approve Merger Agreement	No	For	For	-	For
United Financial Bancorp, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	Against
United Financial Bancorp, Inc.	3	Adjourn Meeting	No	For	For	-	For
United Natural Foods, Inc.	1	Elect Director Eric F. Artz	No	For	For	-	For
United Natural Foods, Inc.	2	Elect Director Ann Torre Bates	No	For	For	-	For
United Natural Foods, Inc.	3	Elect Director Denise M. Clark	No	For	For	-	For

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
United Natural Foods, Inc.	4	Elect Director Daphne J. Dufresne	No	For	For	-	For
United Natural Foods, Inc.	5	Elect Director Michael S. Funk	No	For	For	-	For
United Natural Foods, Inc.	6	Elect Director James P. Heffernan	No	For	For	-	For
United Natural Foods, Inc.	7	Elect Director James Muehlbauer	No	For	For	-	For
United Natural Foods, Inc.	8	Elect Director Peter A. Roy	No	For	For	-	For
United Natural Foods, Inc.	9	Elect Director Steven L. Spinner	No	For	For	-	For
United Natural Foods, Inc.	10	Elect Director Jack Stahl	No	For	For	-	For
United Natural Foods, Inc.	11	Ratify KPMG LLP as Auditors	No	For	For	-	For
United Natural Foods, Inc.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
United Natural Foods, Inc.	13	Approve Omnibus Stock Plan	No	For	Against	-	Against
Universal Corporation	1	Elect Director Thomas H. Johnson	No	For	For	-	For
Universal Corporation	2	Elect Director Michael T. Lawton	No	For	For	-	For
Universal Corporation	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Universal Corporation	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Universal Corporation	5	Amend Executive Incentive Bonus Plan	No	For	For	-	For
US Ecology, Inc.	1	Approve Merger Agreement	No	For	For	-	For
US Ecology, Inc.	2	Issue Shares in Connection with Merger	No	For	For	-	For
US Ecology, Inc.	3	Amend Charter	No	For	For	-	For
US Ecology, Inc.	4	Adjourn Meeting	No	For	For	-	For
Valley National Bancorp	1	Issue Shares in Connection with Merger	No	For	For	-	For
Valley National Bancorp	2	Adjourn Meeting	No	For	For	-	For
ViaSat, Inc.	1	Elect Director Richard Baldrige	No	For	For	-	For
ViaSat, Inc.	2	Elect Director Sean Pak	No	For	For	-	For
ViaSat, Inc.	3	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
ViaSat, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
ViaSat, Inc.	5	Amend Qualified Employee Stock Purchase Plan	No	For	For	-	For
ViaSat, Inc.	6	Amend Omnibus Stock Plan	No	For	For	-	For
Viavi Solutions Inc.	1	Elect Director Richard E. Belluzzo	No	For	For	-	For
Viavi Solutions Inc.	2	Elect Director Keith Barnes	No	For	For	-	For
Viavi Solutions Inc.	3	Elect Director Laura Black	No	For	For	-	For
Viavi Solutions Inc.	4	Elect Director Tor Braham	No	For	For	-	For
Viavi Solutions Inc.	5	Elect Director Timothy Campos	No	For	For	-	For
Viavi Solutions Inc.	6	Elect Director Donald Colvin	No	For	For	-	For
Viavi Solutions Inc.	7	Elect Director Masood A. Jabbar	No	For	For	-	For
Viavi Solutions Inc.	8	Elect Director Oleg Khaykin	No	For	For	-	For
Viavi Solutions Inc.	9	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Viavi Solutions Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Viavi Solutions Inc.	11	Amend Omnibus Stock Plan	No	For	For	-	For
Village Super Market, Inc.	1	Elect Director Robert Sumas	No	For	Withhold	-	Withhold
Village Super Market, Inc.	2	Elect Director William Sumas	No	For	Withhold	-	Withhold

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DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Village Super Market, Inc.	3	Elect Director John P. Sumas	No	For	Withhold	-	Withhold
Village Super Market, Inc.	4	Elect Director Nicholas Sumas	No	For	Withhold	-	Withhold
Village Super Market, Inc.	5	Elect Director John J. Sumas	No	For	Withhold	-	Withhold
Village Super Market, Inc.	6	Elect Director Kevin Begley	No	For	For	-	For
Village Super Market, Inc.	7	Elect Director Steven Crystal	No	For	For	-	For
Village Super Market, Inc.	8	Elect Director Peter R. Lavoy	No	For	For	-	For
Village Super Market, Inc.	9	Elect Director Stephen F. Rooney	No	For	For	-	For
Village Super Market, Inc.	10	Ratify KPMG LLP as Auditors	No	For	For	-	For
Village Super Market, Inc.	11	Require a Majority Vote for the Election of Directors	No	Against	For	-	For
Virtusa Corporation	1	Elect Director Kris Canekeratne	No	For	For	-	For
Virtusa Corporation	2	Elect Director Barry R. Nearhos	No	For	For	-	For
Virtusa Corporation	3	Ratify KPMG LLP as Auditors	No	For	For	-	For
Virtusa Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Vista Outdoor Inc.	1	Elect Director April H. Foley	No	For	For	-	For
Vista Outdoor Inc.	2	Elect Director Tig H. Krekel	No	For	For	-	For
Vista Outdoor Inc.	3	Elect Director Michael D. Robinson	No	For	For	-	For
Vista Outdoor Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Vista Outdoor Inc.	5	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Vista Outdoor Inc.	6	Amend Omnibus Stock Plan	No	For	For	-	For
VOXX International Corporation	1	Elect Director Peter A. Lesser	No	For	Withhold	-	Withhold
VOXX International Corporation	2	Elect Director Denise Waund Gibson	No	For	Withhold	-	Withhold
VOXX International Corporation	3	Elect Director John Adamovich, Jr.	No	For	Withhold	-	Withhold
VOXX International Corporation	4	Elect Director John J. Shalam	No	For	Withhold	-	Withhold
VOXX International Corporation	5	Elect Director Patrick M. Lavelle	No	For	Withhold	-	Withhold
VOXX International Corporation	6	Elect Director Charles M. Stoehr	No	For	Withhold	-	Withhold
VOXX International Corporation	7	Elect Director Ari M. Shalam	No	For	Withhold	-	Withhold
VOXX International Corporation	8	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
WesBanco, Inc.	1	Approve Merger Agreement	No	For	For	-	For
WesBanco, Inc.	2	Issue Shares in Connection with Merger	No	For	For	-	For
WesBanco, Inc.	3	Adjourn Meeting	No	For	For	-	For
Wesco Aircraft Holdings, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Wesco Aircraft Holdings, Inc.	2	Adjourn Meeting	No	For	For	-	For
Wesco Aircraft Holdings, Inc.	3	Advisory Vote on Golden Parachutes	No	For	For	-	For
Winnebago Industries, Inc.	1	Elect Director Robert M. Chiusano	No	For	For	-	For
Winnebago Industries, Inc.	2	Elect Director Richard (Rick) D. Moss	No	For	For	-	For
Winnebago Industries, Inc.	3	Elect Director John M. Murabito	No	For	For	-	For
Winnebago Industries, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Winnebago Industries, Inc.	5	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
World Acceptance Corporation	1	Elect Director Ken R. Bramlett, Jr.	No	For	For	-	For
World Acceptance Corporation	2	Elect Director R. Chad Prashad	No	For	For	-	For

B.3.b.1.a.

DFA Proxy Votes July 1 - December 31, 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
World Acceptance Corporation	3	Elect Director Scott J. Vassalluzzo	No	For	For	-	For
World Acceptance Corporation	4	Elect Director Charles D. Way	No	For	For	-	For
World Acceptance Corporation	5	Elect Director Darrell E. Whitaker	No	For	For	-	For
World Acceptance Corporation	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
World Acceptance Corporation	7	Ratify RSM US LLP as Auditors	No	For	For	-	For
Worthington Industries, Inc.	1	Elect Director Kerrii B. Anderson	No	For	Withhold	-	For
Worthington Industries, Inc.	2	Elect Director David P. Blom	No	For	For	-	For
Worthington Industries, Inc.	3	Elect Director John P. McConnell	No	For	For	-	For
Worthington Industries, Inc.	4	Elect Director Mary Schiavo	No	For	Withhold	-	For
Worthington Industries, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Worthington Industries, Inc.	6	Amend Omnibus Stock Plan	No	For	Against	-	Against
Worthington Industries, Inc.	7	Ratify KPMG LLP as Auditors	No	For	For	-	For

B.3.b.1.a.

KBIGI
Investment Manager Proxy Votes July to
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Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
China Longyuan Power Group Corporation Limited	1	Elect Sun Jinbiao as Director	No	For	For	For	For
China Water Affairs Group Limited	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
China Water Affairs Group Limited	2	Approve Final Dividend	No	For	For	For	For
China Water Affairs Group Limited	3.1	Elect Ding Bin as Director	No	For	For	For	For
China Water Affairs Group Limited	3.2	Elect Zhao Hai Hu as Director	No	For	For	For	For
China Water Affairs Group Limited	3.3	Elect Ong King Keung as Director	No	For	For	For	For
China Water Affairs Group Limited	3.4	Elect Siu Chi Ming as Director	No	For	For	For	For
China Water Affairs Group Limited	3.5	Authorize Board to Fix Remuneration of Directors	No	For	For	For	For
China Water Affairs Group Limited	4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	For	For
China Water Affairs Group Limited	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against	Against	Against
China Water Affairs Group Limited	6	Authorize Repurchase of Issued Share Capital	No	For	For	For	For
China Water Affairs Group Limited	7	Authorize Reissuance of Repurchased Shares	No	For	Against	Against	Against
Companhia de Saneamento de Minas Gerais	1	Dismiss Flavia Mourao Parreira do Amaral, Sinara Inacio Meireles Chenna, Marco Antonio Soares da Cunha Castello Branco, Remulo Borges de Azevedo Lemos and Rubens Coelho de Melo as Directors	No	For	For	For	For
Companhia de Saneamento de Minas Gerais	2	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	No	None	Abstain	Abstain	Abstain
Companhia de Saneamento de Minas Gerais	3	Elect Directors	No	For	For	For	For
Companhia de Saneamento de Minas Gerais	4	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	No	None	Against	Against	Against
Companhia de Saneamento de Minas Gerais	5	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Among the Nominees?	No	None	Abstain	Abstain	Abstain
Companhia de Saneamento de Minas Gerais	6.1	Percentage of Votes to Be Assigned - Elect Andre Macedo Facó as Director	No	None	Abstain	Abstain	Abstain
Companhia de Saneamento de Minas Gerais	6.2	Percentage of Votes to Be Assigned - Elect Carlos Eduardo Tavares de Castro as Director	No	None	Abstain	Abstain	Abstain
Companhia de Saneamento de Minas Gerais	6.3	Percentage of Votes to Be Assigned - Elect Helio Marcos Coutinho Beltrao as Director	No	None	Abstain	Abstain	Abstain
Companhia de Saneamento de Minas Gerais	6.4	Percentage of Votes to Be Assigned - Elect Joel Musman as Director	No	None	Abstain	Abstain	Abstain
Companhia de Saneamento de Minas Gerais	6.5	Percentage of Votes to Be Assigned - Elect Marcio de Lima Leite as Director	No	None	Abstain	Abstain	Abstain
Companhia de Saneamento de Minas Gerais	1	Dismiss Fiscal Council Members	No	For	Against	Against	Against
Companhia de Saneamento de Minas Gerais	2	Elect Fiscal Council Members	No	For	Against	Against	Against

B.3.b.1.a.

**KBIGI
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Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
Companhia de Saneamento de Minas Gerais	3	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	No	None	Against	Against	Against
Companhia de Saneamento de Minas Gerais	4	Elect Alternate Fiscal Council Member Appointed by Minority Shareholder	No	None	Abstain	Abstain	Abstain
Companhia de Saneamento de Minas Gerais	1	Amend Articles	No	For	For	For	For
Companhia de Saneamento de Minas Gerais	1	Elect Roberto Bastianetto as Alternate Fiscal Council Member	No	For	Do Not Vote	Do Not Vote	Do Not Vote
Companhia de Saneamento de Minas Gerais	2	Elect Eduardo Georges Chehab as Alternate Fiscal Council Member Appointed by Minority Shareholder	No	None	For	For	For
Companhia de Saneamento de Minas Gerais	1	Approve Long-Term Loan Agreement with Banco Europeu de Investimento - BEI	No	For	For	For	For
Cree, Inc.	1.1	Elect Director John C. Hodge	No	For	For	For	For
Cree, Inc.	1.2	Elect Director Clyde R. Hosein	No	For	For	For	For
Cree, Inc.	1.3	Elect Director Darren R. Jackson	No	For	For	For	For
Cree, Inc.	1.4	Elect Director Duy-Loan T. Le	No	For	For	For	For
Cree, Inc.	1.5	Elect Director Gregg A. Lowe	No	For	For	For	For
Cree, Inc.	1.6	Elect Director John B. Replogle	No	For	For	For	For
Cree, Inc.	1.7	Elect Director Thomas H. Werner	No	For	For	For	For
Cree, Inc.	1.8	Elect Director Anne C. Whitaker	No	For	For	For	For
Cree, Inc.	2	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	For	For
Cree, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	For	For
Genus Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Genus Plc	2	Approve Remuneration Report	No	For	For	For	For
Genus Plc	3	Approve Remuneration Policy	No	For	For	For	For
Genus Plc	4	Approve Performance Share Plan	No	For	For	For	For
Genus Plc	5	Approve Deferred Share Bonus Plan	No	For	For	For	For
Genus Plc	6	Amend Deferred Share Bonus Plan	No	For	For	For	For
Genus Plc	7	Approve Final Dividend	No	For	For	For	For
Genus Plc	8	Re-elect Bob Lawson as Director	No	For	For	For	For
Genus Plc	9	Re-elect Stephen Wilson as Director	No	For	For	For	For
Genus Plc	10	Re-elect Lysanne Gray as Director	No	For	For	For	For
Genus Plc	11	Re-elect Lykele van der Broek as Director	No	For	For	For	For
Genus Plc	12	Re-elect Lesley Knox as Director	No	For	For	For	For
Genus Plc	13	Re-elect Ian Charles as Director	No	For	For	For	For
Genus Plc	14	Reappoint Deloitte LLP as Auditors	No	For	For	For	For
Genus Plc	15	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
Genus Plc	16	Authorise Issue of Equity	No	For	For	For	For
Genus Plc	17	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For

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Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
Genus Plc	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
Genus Plc	19	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
Genus Plc	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
Greencoat Renewables Plc	1	Authorise Issue of Equity Pursuant to the Share Issuance Programme	No	For	Against	For	Against
Greencoat Renewables Plc	2	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Share Issuance Programme	No	For	Against	For	Against
Greencoat Renewables Plc	3	Approve Increase in Authorised Share Capital	No	For	Against	For	Against
Greencoat Renewables Plc	4	Amend Articles of Association	No	For	Against	For	Against
H2O Innovation Inc.	1.1	Elect Director Robert Comeau	No	For	For	For	For
H2O Innovation Inc.	1.2	Elect Director Pierre Cote	No	For	For	For	For
H2O Innovation Inc.	1.3	Elect Director Frederic Dugre	No	For	For	For	For
H2O Innovation Inc.	1.4	Elect Director Lisa Henthorne	No	For	For	For	For
H2O Innovation Inc.	1.5	Elect Director Richard A. Hoel	No	For	For	For	For
H2O Innovation Inc.	1.6	Elect Director Rene Vachon	No	For	For	For	For
H2O Innovation Inc.	1.7	Elect Director Stephane Guerin	No	For	For	For	For
H2O Innovation Inc.	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	For	For
Jain Irrigation Systems Ltd.	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Jain Irrigation Systems Ltd.	2	Approve Dividend	No	For	For	For	For
Jain Irrigation Systems Ltd.	3	Reelect Atul B. Jain as Director	No	For	For	For	For
Jain Irrigation Systems Ltd.	4	Approve Remuneration of Cost Auditors	No	For	For	For	For
Jain Irrigation Systems Ltd.	5	Reelect Harish Chandra Prasad Singh as Director	No	For	For	For	For
Jain Irrigation Systems Ltd.	6	Reelect Ghanshyam Dass as Director	No	For	For	For	For
Jain Irrigation Systems Ltd.	7	Reelect Radhika C. Pereira as Director	No	For	For	For	For
Jain Irrigation Systems Ltd.	8	Elect Johannes Bastiaan Boudewijn Mohrmann as Director	No	For	For	For	For
Jain Irrigation Systems Ltd.	2	Approve Dividend	No	For	Against	Against	Against
Johnson Matthey Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Johnson Matthey Plc	2	Approve Remuneration Report	No	For	For	For	For
Johnson Matthey Plc	3	Approve Final Dividend	No	For	For	For	For
Johnson Matthey Plc	4	Elect Xiaozhi Liu as Director	No	For	For	For	For
Johnson Matthey Plc	5	Re-elect Alan Ferguson as Director	No	For	For	For	For
Johnson Matthey Plc	6	Re-elect Jane Griffiths as Director	No	For	For	For	For
Johnson Matthey Plc	7	Re-elect Robert MacLeod as Director	No	For	For	For	For
Johnson Matthey Plc	8	Re-elect Anna Manz as Director	No	For	For	For	For
Johnson Matthey Plc	9	Re-elect Chris Mottershead as Director	No	For	For	For	For
Johnson Matthey Plc	10	Re-elect John O'Higgins as Director	No	For	For	For	For
Johnson Matthey Plc	11	Re-elect Patrick Thomas as Director	No	For	For	For	For
Johnson Matthey Plc	12	Re-elect John Walker as Director	No	For	For	For	For

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Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
Johnson Matthey Plc	13	Reappoint PricewaterhouseCoopers LLP as Auditors	No	For	For	For	For
Johnson Matthey Plc	14	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
Johnson Matthey Plc	15	Authorise EU Political Donations and Expenditure	No	For	For	For	For
Johnson Matthey Plc	16	Authorise Issue of Equity	No	For	For	For	For
Johnson Matthey Plc	17	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
Johnson Matthey Plc	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
Johnson Matthey Plc	19	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
Johnson Matthey Plc	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
Johnson Matthey Plc	21	Amend Articles of Association	No	For	For	For	For
Mexichem SAB de CV	1	Change Company Name and Amend Article 1	No	For	For	For	For
Mexichem SAB de CV	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For	For	For
Mexichem SAB de CV	1	Approve Cash Dividends of up to USD 180 Million	No	For	For	For	For
Mexichem SAB de CV	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For	For	For
National Grid Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
National Grid Plc	2	Approve Final Dividend	No	For	For	For	For
National Grid Plc	3	Re-elect Sir Peter Gershon as Director	No	For	For	For	For
National Grid Plc	4	Re-elect John Pettigrew as Director	No	For	For	For	For
National Grid Plc	5	Elect Andy Agg as Director	No	For	For	For	For
National Grid Plc	6	Re-elect Dean Seavers as Director	No	For	For	For	For
National Grid Plc	7	Re-elect Nicola Shaw as Director	No	For	For	For	For
National Grid Plc	8	Re-elect Jonathan Dawson as Director	No	For	For	For	For
National Grid Plc	9	Re-elect Therese Esperdy as Director	No	For	For	For	For
National Grid Plc	10	Re-elect Paul Golby as Director	No	For	For	For	For
National Grid Plc	11	Re-elect Amanda Mesler as Director	No	For	For	For	For
National Grid Plc	12	Elect Earl Shipp as Director	No	For	For	For	For
National Grid Plc	13	Elect Jonathan Silver as Director	No	For	For	For	For
National Grid Plc	14	Re-elect Mark Williamson as Director	No	For	For	For	For
National Grid Plc	15	Reappoint Deloitte LLP as Auditors	No	For	For	For	For
National Grid Plc	16	Authorise Board to Fix Remuneration of Auditors	No	For	For	For	For
National Grid Plc	17	Approve Remuneration Policy	No	For	For	For	For
National Grid Plc	18	Approve Remuneration Report	No	For	For	For	For
National Grid Plc	19	Authorise EU Political Donations and Expenditure	No	For	For	For	For
National Grid Plc	20	Authorise Issue of Equity	No	For	For	For	For
National Grid Plc	21	Approve Scrip Dividend Scheme	No	For	For	For	For
National Grid Plc	22	Authorise Directors to Capitalise the Appropriate Nominal Amounts of New Shares of the Company Allotted Pursuant to the Company's Scrip Dividend Scheme	No	For	For	For	For
National Grid Plc	23	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For

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Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
National Grid Plc	24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
National Grid Plc	25	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
National Grid Plc	26	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
Origin Enterprises Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Origin Enterprises Plc	2	Approve Final Dividend	No	For	For	For	For
Origin Enterprises Plc	3a	Re-elect Kate Allum as Director	No	For	For	For	For
Origin Enterprises Plc	3b	Re-elect Gary Britton as Director	No	For	For	For	For
Origin Enterprises Plc	3c	Re-elect Sean Coyle as Director	No	For	For	For	For
Origin Enterprises Plc	3d	Re-elect Declan Giblin as Director	No	For	For	For	For
Origin Enterprises Plc	3e	Re-elect Rose Hynes as Director	No	For	For	For	For
Origin Enterprises Plc	3f	Re-elect Hugh McCutcheon as Director	No	For	For	For	For
Origin Enterprises Plc	3g	Re-elect Tom O'Mahony as Director	No	For	For	For	For
Origin Enterprises Plc	3h	Re-elect Christopher Richards as Director	No	For	Against	Against	Against
Origin Enterprises Plc	4	Authorise Board to Fix Remuneration of Auditors	No	For	For	For	For
Origin Enterprises Plc	5	Approve Remuneration Report	No	For	For	For	For
Origin Enterprises Plc	6	Authorise Issue of Equity	No	For	For	For	For
Origin Enterprises Plc	7a	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
Origin Enterprises Plc	7b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
Origin Enterprises Plc	8a	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
Origin Enterprises Plc	8b	Authorise Reissuance Price Range at which Treasury Shares May be Re-issued Off-Market	No	For	For	For	For
Origin Enterprises Plc	9	Amend Long Term Incentive Plan	No	For	For	For	For
Ormat Technologies, Inc.	1	Declassify the Board of Directors	No	For	For	For	For
Ormat Technologies, Inc.	2	Adjourn Meeting	No	For	For	For	For
Pennon Group Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Pennon Group Plc	2	Approve Final Dividend	No	For	For	For	For
Pennon Group Plc	3	Approve Remuneration Report	No	For	For	For	For
Pennon Group Plc	4	Re-elect Sir John Parker as Director	No	For	For	For	For
Pennon Group Plc	5	Re-elect Neil Cooper as Director	No	For	For	For	For
Pennon Group Plc	6	Re-elect Susan Davy as Director	No	For	For	For	For
Pennon Group Plc	7	Elect Iain Evans as Director	No	For	For	For	For
Pennon Group Plc	8	Re-elect Christopher Loughlin as Director	No	For	For	For	For
Pennon Group Plc	9	Re-elect Gill Rider as Director	No	For	For	For	For
Pennon Group Plc	10	Reappoint Ernst & Young LLP as Auditors	No	For	For	For	For
Pennon Group Plc	11	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
Pennon Group Plc	12	Authorise EU Political Donations and Expenditure	No	For	For	For	For
Pennon Group Plc	13	Authorise Issue of Equity	No	For	For	For	For
Pennon Group Plc	14	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For

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Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
Pennon Group Plc	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	No	For	For	For	For
Pennon Group Plc	16	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
Pennon Group Plc	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
Pennon Group Plc	18	Amend Articles of Association	No	For	For	For	For
Pennon Group Plc	19	Approve Issuance of WaterShare+ Share in Connection with the WaterShare+ Scheme of South West Water Limited	No	For	For	For	For
PhosAgro PJSC	1	Approve Dividends	No	For	For	For	For
Sunworks, Inc.	1.1	Elect Director Charles F. Cargile	No	For	For	For	For
Sunworks, Inc.	1.2	Elect Director Daniel Gross	No	For	For	For	For
Sunworks, Inc.	1.3	Elect Director Rhone Resch	No	For	For	For	For
Sunworks, Inc.	1.4	Elect Director Joshua Schechter	No	For	Withhold	Withhold	For
Sunworks, Inc.	1.5	Elect Director Stanley Speer	No	For	For	For	For
Sunworks, Inc.	2	Ratify Liggett & Webb, P.A. as Auditors	No	For	For	For	For
Sunworks, Inc.	3	Approve Reverse Stock Split	No	For	For	For	For
Sunworks, Inc.	4	Amend Omnibus Stock Plan	No	For	For	For	For
Tate & Lyle Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Tate & Lyle Plc	2	Approve Remuneration Report	No	For	For	For	For
Tate & Lyle Plc	3	Approve Final Dividend	No	For	For	For	For
Tate & Lyle Plc	4	Re-elect Dr Gerry Murphy as Director	No	For	For	For	For
Tate & Lyle Plc	5	Re-elect Nick Hampton as Director	No	For	For	For	For
Tate & Lyle Plc	6	Elect Imran Nawaz as Director	No	For	For	For	For
Tate & Lyle Plc	7	Re-elect Paul Forman as Director	No	For	For	For	For
Tate & Lyle Plc	8	Re-elect Lars Frederiksen as Director	No	For	For	For	For
Tate & Lyle Plc	9	Re-elect Anne Minto as Director	No	For	For	For	For
Tate & Lyle Plc	10	Elect Kimberly Nelson as Director	No	For	For	For	For
Tate & Lyle Plc	11	Re-elect Dr Ajai Puri as Director	No	For	For	For	For
Tate & Lyle Plc	12	Re-elect Sybella Stanley as Director	No	For	For	For	For
Tate & Lyle Plc	13	Elect Warren Tucker as Director	No	For	For	For	For
Tate & Lyle Plc	14	Reappoint Ernst & Young LLP as Auditors	No	For	For	For	For
Tate & Lyle Plc	15	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
Tate & Lyle Plc	16	Authorise EU Political Donations and Expenditure	No	For	For	For	For
Tate & Lyle Plc	17	Authorise Issue of Equity	No	For	For	For	For
Tate & Lyle Plc	18	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
Tate & Lyle Plc	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
Tate & Lyle Plc	20	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
Tate & Lyle Plc	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
Tate & Lyle Plc	22	Adopt New Articles of Association	No	For	For	For	For

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Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
United Utilities Group Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
United Utilities Group Plc	2	Approve Final Dividend	No	For	For	For	For
United Utilities Group Plc	3	Approve Remuneration Report	No	For	For	For	For
United Utilities Group Plc	4	Approve Remuneration Policy	No	For	For	For	For
United Utilities Group Plc	5	Re-elect Dr John McAdam as Director	No	For	For	For	For
United Utilities Group Plc	6	Re-elect Steve Mogford as Director	No	For	For	For	For
United Utilities Group Plc	7	Re-elect Russ Houlden as Director	No	For	For	For	For
United Utilities Group Plc	8	Re-elect Steve Fraser as Director	No	For	For	For	For
United Utilities Group Plc	9	Re-elect Mark Clare as Director	No	For	For	For	For
United Utilities Group Plc	10	Re-elect Sara Weller as Director	No	For	For	For	For
United Utilities Group Plc	11	Re-elect Brian May as Director	No	For	For	For	For
United Utilities Group Plc	12	Re-elect Stephen Carter as Director	No	For	For	For	For
United Utilities Group Plc	13	Re-elect Alison Goligher as Director	No	For	For	For	For
United Utilities Group Plc	14	Re-elect Paulette Rowe as Director	No	For	For	For	For
United Utilities Group Plc	15	Elect Sir David Higgins as Director	No	For	For	For	For
United Utilities Group Plc	16	Reappoint KPMG LLP as Auditors	No	For	For	For	For
United Utilities Group Plc	17	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
United Utilities Group Plc	18	Authorise Issue of Equity	No	For	For	For	For
United Utilities Group Plc	19	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
United Utilities Group Plc	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
United Utilities Group Plc	21	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
United Utilities Group Plc	22	Authorise the Company to Call General Meeting with 14 Working Days' Notice	No	For	For	For	For
United Utilities Group Plc	23	Authorise EU Political Donations and Expenditure	No	For	For	For	For
VA Tech Wabag Limited	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
VA Tech Wabag Limited	2	Reelect S Varadarajan as Director	No	For	For	For	For
VA Tech Wabag Limited	3	Elect Milin Mehta as Director	No	For	For	For	For
VA Tech Wabag Limited	4	Approve Remuneration of Cost Auditors	No	For	For	For	For
VA Tech Wabag Limited	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against	Against	Against

Morgan Stanley Proxy Votes July - December 2019 Compared to ISS and Glass Lewis Recommendations										
Company Name	SR No	Agenda Description	B.3.b.1.a.	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote	AG ISS	AG GL
BT Group Plc	1	Accept Financial Statements and Statutory Reports		No	For	For	For	For	No	No
BT Group Plc	2	Advisory Vote to Ratify Named Executive Officers' Compensation		No	For	For	Against	Against	Yes	No
BT Group Plc	3	Approve Dividends		No	For	For	For	For	No	No
BT Group Plc	4	Elect Director		No	For	For	For	For	No	No
BT Group Plc	5	Elect Director		No	For	For	For	For	No	No
BT Group Plc	6	Elect Director		No	For	For	For	For	No	No
BT Group Plc	7	Elect Director		No	For	For	For	For	No	No
BT Group Plc	8	Elect Director		No	For	For	For	For	No	No
BT Group Plc	9	Elect Director		No	For	For	For	For	No	No
BT Group Plc	10	Elect Director		No	For	For	For	For	No	No
BT Group Plc	11	Elect Director		No	For	For	For	For	No	No
BT Group Plc	12	Elect Director		No	For	For	For	For	No	No
BT Group Plc	13	Elect Director		No	For	For	For	For	No	No
BT Group Plc	14	Elect Director		No	For	For	For	For	No	No
BT Group Plc	15	Ratify Auditors		No	For	For	For	For	No	No
BT Group Plc	16	Authorize Board to Fix Remuneration of External Auditor(s)		No	For	For	For	For	No	No
BT Group Plc	17	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights		No	For	For	For	For	No	No
BT Group Plc	18	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights		No	For	For	For	For	No	No
BT Group Plc	19	Authorize Share Repurchase Program		No	For	For	For	For	No	No
BT Group Plc	20	Authorize the Company to Call EGM with Two Weeks Notice		No	For	For	For	Against	Yes	Yes
BT Group Plc	21	Approve Political Donations		No	For	For	For	For	No	No
Experian Plc	1	Accept Financial Statements and Statutory Reports		No	For	For	For	For	No	No
Experian Plc	2	Advisory Vote to Ratify Named Executive Officers' Compensation		No	For	For	For	For	No	No
Experian Plc	3	Elect Director		No	For	For	For	For	No	No
Experian Plc	4	Elect Director		No	For	For	For	For	No	No
Experian Plc	5	Elect Director		No	For	For	For	For	No	No
Experian Plc	6	Elect Director		No	For	For	For	For	No	No
Experian Plc	7	Elect Director		No	For	For	For	For	No	No
Experian Plc	8	Elect Director		No	For	For	For	For	No	No
Experian Plc	9	Elect Director		No	For	For	For	For	No	No
Experian Plc	10	Elect Director		No	For	For	For	For	No	No
Experian Plc	11	Elect Director		No	For	For	For	For	No	No
Experian Plc	12	Ratify Auditors		No	For	For	For	For	No	No
Experian Plc	13	Authorize Board to Fix Remuneration of External Auditor(s)		No	For	For	For	For	No	No
Experian Plc	14	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights		No	For	For	For	For	No	No
Experian Plc	15	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights		No	For	For	For	For	No	No
Experian Plc	16	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights		No	For	For	For	For	No	No
Experian Plc	17	Authorize Share Repurchase Program		No	For	For	For	For	No	No
Ashtead Group Plc	1	Accept Financial Statements and Statutory Reports		No	For	For	For	For	No	No
Ashtead Group Plc	2	Advisory Vote to Ratify Named Executive Officers' Compensation		No	For	For	For	Against	Yes	Yes
Ashtead Group Plc	3	Approve Remuneration Policy		No	For	For	For	Against	Yes	Yes
Ashtead Group Plc	4	Approve Dividends		No	For	For	For	For	No	No
Ashtead Group Plc	5	Elect Director		No	For	For	For	For	No	No
Ashtead Group Plc	6	Elect Director		No	For	For	For	For	No	No
Ashtead Group Plc	7	Elect Director		No	For	For	For	For	No	No
Ashtead Group Plc	8	Elect Director		No	For	For	For	For	No	No
Ashtead Group Plc	9	Elect Director		No	For	For	For	For	No	No
Ashtead Group Plc	10	Elect Director		No	For	For	For	For	No	No
Ashtead Group Plc	11	Elect Director		No	For	For	For	For	No	No
Ashtead Group Plc	12	Ratify Auditors		No	For	For	For	For	No	No
Ashtead Group Plc	13	Authorize Board to Fix Remuneration of External Auditor(s)		No	For	For	For	For	No	No
Ashtead Group Plc	14	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights		No	For	For	For	For	No	No
Ashtead Group Plc	15	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights		No	For	For	For	For	No	No
Ashtead Group Plc	16	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights		No	For	For	For	For	No	No
Ashtead Group Plc	17	Authorize Share Repurchase Program		No	For	For	For	For	No	No

Morgan Stanley Proxy Votes July - December 2019 Compared to ISS and Glass Lewis Recommendations

B.3.b.1.a.

Company Name	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote	AG ISS	AG GL
Ashtead Group Plc	18	Authorize the Company to Call EGM with Two Weeks Notice	No	For	For	For	Against	Yes	Yes
Prudential Plc	1	Approve Spin-Off Agreement	No	For	For	For	For	No	No
Prudential Plc	2	Elect Director	No	For	For	For	For	No	No
Pernod Ricard SA	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For	No	No
Pernod Ricard SA	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For	For	For	No	No
Pernod Ricard SA	3	Approve Allocation of Income and Dividends	No	For	For	For	For	No	No
Pernod Ricard SA	4	Approve Special Auditors' Report Regarding Related-Party Transactions	No	For	For	For	For	No	No
Pernod Ricard SA	5	Elect Director	No	For	For	For	For	No	No
Pernod Ricard SA	6	Elect Director	No	For	For	For	For	No	No
Pernod Ricard SA	7	Elect Director	No	For	For	For	For	No	No
Pernod Ricard SA	8	Approve Remuneration of Directors and/or Committee Members	No	For	For	For	For	No	No
Pernod Ricard SA	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	For	For	No	No
Pernod Ricard SA	10	Approve Remuneration Policy	No	For	For	For	For	No	No
Pernod Ricard SA	11	Authorize Share Repurchase Program	No	For	For	For	For	No	No
Pernod Ricard SA	12	Approve Reduction in Share Capital	No	For	For	For	For	No	No
Pernod Ricard SA	13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	No	For	For	For	For	No	No
Pernod Ricard SA	14	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For	For	For	No	No
Pernod Ricard SA	15	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	No	For	For	For	For	No	No
Pernod Ricard SA	16	Approve Issuance of Shares for a Private Placement	No	For	For	For	For	No	No
Pernod Ricard SA	17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	No	For	For	For	For	No	No
Pernod Ricard SA	18	Authorize Capital Increase for Future Share Exchange Offers	No	For	For	For	For	No	No
Pernod Ricard SA	19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	No	For	For	For	For	No	No
Pernod Ricard SA	20	Approve Restricted Stock Plan	No	For	For	For	For	No	No
Pernod Ricard SA	21	Approve Executive Share Option Plan	No	For	For	For	For	No	No
Pernod Ricard SA	22	Approve Qualified Employee Stock Purchase Plan	No	For	For	For	For	No	No
Pernod Ricard SA	23	Approve Qualified Employee Stock Purchase Plan	No	For	For	For	For	No	No
Pernod Ricard SA	24	Amend Articles Board-Related	No	For	For	For	For	No	No
Pernod Ricard SA	25	Authorize Filing of Required Documents/Other Formalities	No	For	For	For	For	No	No
Ferguson Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For	No	No
Ferguson Plc	2	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	For	Against	No	Yes
Ferguson Plc	3	Approve Remuneration Policy	No	For	Against	For	Against	No	Yes
Ferguson Plc	4	Approve Dividends	No	For	For	For	For	No	No
Ferguson Plc	5	Elect Director	No	For	For	For	For	No	No
Ferguson Plc	6	Elect Director	No	For	For	For	For	No	No
Ferguson Plc	7	Elect Director	No	For	For	For	For	No	No
Ferguson Plc	8	Elect Director	No	For	For	For	For	No	No
Ferguson Plc	9	Elect Director	No	For	For	For	For	No	No
Ferguson Plc	10	Elect Director	No	For	For	For	For	No	No
Ferguson Plc	11	Elect Director	No	For	For	For	For	No	No
Ferguson Plc	12	Elect Director	No	For	For	For	For	No	No
Ferguson Plc	13	Elect Director	No	For	For	For	For	No	No
Ferguson Plc	14	Elect Director	No	For	For	For	For	No	No
Ferguson Plc	15	Ratify Auditors	No	For	For	For	For	No	No
Ferguson Plc	16	Authorize Board to Fix Remuneration of External Auditor(s)	No	For	For	For	For	No	No
Ferguson Plc	17	Approve Political Donations	No	For	For	For	For	No	No
Ferguson Plc	18	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	No	For	For	For	For	No	No
Ferguson Plc	19	Approve Omnibus Stock Plan	No	For	Against	For	Against	No	Yes
Ferguson Plc	20	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For	For	For	No	No
Ferguson Plc	21	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For	For	For	No	No
Ferguson Plc	22	Authorize Share Repurchase Program	No	For	For	For	For	No	No

B.3.b.1.a.

Institutional Shareholder Services (ISS) and Glass Lewis are the two largest global providers of proxy advisory and vote execution services. Both firms provide ballot-level, voting recommendations at more than 20,000 global annual meetings each year. These recommendations are the culmination of input from each firm's client base, which comprise more than 1,000 active and passive asset managers and owners. While Morgan Stanley Investment Management (MSIM) appreciates the utility of these voting recommendations, we have developed our own policies and procedures to meet the investment styles of our portfolio managers and do not rely on either firm's vote recommendations. MSIM has a dedicated team that reviews global governance trends and we base our votes on this insight, coupled with portfolio managers' deep insight of their companies and our active engagement with portfolio companies.

In the second half of 2019, MSIM reviewed 105 ballot resolutions in the International Equity Portfolio. Of those, the MSIM vote differed from an ISS recommendation 5% of all proposals reviewed and differed from a Glass Lewis recommendation 7% of all proposals reviewed. While there is no single reason that accounts for these differing views three common themes emerge. Most of the differences in the International Equity Portfolio were around say-on-pay and equity plan proposals and general meetings with two weeks' notice.

For example, MSIM views remuneration over a five-year pay/performance period and we look closely at the types of pay metrics used to incentivize executives. ISS and Glass Lewis view pay through a short performance window, typically one- to three-years. Another example is equity compensation plans, where ISS and Glass Lewis have strict guidelines on share dilution for non-US companies. MSIM supports the use of equity awards and plans that are not overly dilutive to shareholders; all incentive schemes are reviewed on a case by case basis. On the election of directors, as a long-term investor, MSIM has the opportunity to know our boards through engagement and long holding periods. We may vote against directors where we feel capital allocation has been mismanaged whereas ISS and Glass Lewis primarily view directors through a governance lens.

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ABB India Limited	08/09/2019		Court-Ordered Meeting for Shareholders	Yes				
ABB India Limited	08/09/2019	1	Approve Scheme of Arrangement	No	For	For		For
Access Engineering Plc	08/09/2019	1	Reelect R J S Gomez as Director	No	For	For		For
Access Engineering Plc	08/09/2019	2	Approve Charitable Donations	No	For	Against		Against
Access Engineering Plc	08/09/2019	3	Approve KPMG as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
AD Plastik dd	07/11/2019	1	Approve Standalone and Consolidated Financial Statements; Approve Management Board Report on Company's Operations; Approve Supervisory Board Report	No	For	For		For
AD Plastik dd	07/11/2019	2	Approve Discharge of Management Board Members	No	For	For		For
AD Plastik dd	07/11/2019	3	Approve Discharge of Supervisory Board Members	No	For	For		For
AD Plastik dd	07/11/2019	4	Ratify Deloitte d.o.o. Zagreb as Auditor	No	For	For		For
AD Plastik dd	07/11/2019	5	Approve Allocation of Income	No	For	For		For
AD Plastik dd	07/11/2019	6	Approve Dividends of HRK 12.50 per Share	No	For	For		For
AD Plastik dd	07/11/2019	7	Elect Igor Solomatin as Supervisory Board Member	No	For	Against		Against
Adani Enterprises Limited	08/07/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Adani Enterprises Limited	08/07/2019	2	Approve Dividend	No	For	For		For
Adani Enterprises Limited	08/07/2019	3	Reelect Rajesh S. Adani as Director	No	For	For		Against
Adani Enterprises Limited	08/07/2019	4	Reelect Hemant Nerurkar as Director	No	For	For		For
Adani Enterprises Limited	08/07/2019	5	Approve Reappointment and Remuneration of Rajesh S. Adani as Managing Director	No	For	For		For
Adani Enterprises Limited	08/07/2019	6	Approve Reappointment and Remuneration of Pranav V. Adani as Executive Director	No	For	Against		Against
Adani Enterprises Limited	08/07/2019	7	Approve Payment of Commission to the Non-Executive Director(s) including Independent Director(s)	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Adani Enterprises Limited	08/07/2019	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
Adani Enterprises Limited	08/07/2019	9	Approve Remuneration of Cost Auditors	No	For	For		For
Adani Gas Limited	08/06/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Adani Gas Limited	08/06/2019	2	Approve Dividend on Equity Shares	No	For	For		For
Adani Gas Limited	08/06/2019	3	Confirm Interim Dividend and Declare Final Dividend on Preference Shares	No	For	For		For
Adani Gas Limited	08/06/2019	4	Reelect Pranav V. Adani as Director	No	For	For		For
Adani Gas Limited	08/06/2019	5	Elect Gautam S. Adani as Director	No	For	For		Against
Adani Gas Limited	08/06/2019	6	Elect Suresh P. Manglani as Director	No	For	For		Against
Adani Gas Limited	08/06/2019	7	Approve Appointment and Remuneration of Suresh P. Manglani as Executive Director	No	For	For		For
Adani Gas Limited	08/06/2019	8	Elect Maheswar Sahu as Director	No	For	For		For
Adani Gas Limited	08/06/2019	9	Elect Naresh Kumar Nayyar as Director	No	For	For		For
Adani Gas Limited	08/06/2019	10	Elect Chandra Iyengar as Director	No	For	For		For
Adani Gas Limited	08/06/2019	11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		Against
Adani Gas Limited	08/06/2019	12	Approve Payment of Commission to Non-Executive Director(s) including Independent Director(s)	No	For	For		For
Adani Gas Limited	08/06/2019	13	Approve Remuneration of Cost Auditors	No	For	For		For
Adani Gas Limited	12/16/2019		Postal Ballot	Yes				
Adani Gas Limited	12/16/2019	1	Approve Availment of Loan, in the Nature of an Unsecured, Perpetual Loan from Adani Properties Private Limited and/or Adani Rail Infra Private Limited and/or Adani Infra India Limited	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Adani Gas Limited	12/16/2019	2	Approve Material Related Party Transaction for Availing Loan, in the Nature of an Unsecured, Perpetual Loan from Adani Properties Private Limited and/or Adani Rail Infra Private Limited and/or Adani Infra India Limited	No	For	For		For
Adani Ports & Special Economic Zone Limited	08/06/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Adani Ports & Special Economic Zone Limited	08/06/2019	2	Approve Final Dividend on Equity Shares	No	For	For		For
Adani Ports & Special Economic Zone Limited	08/06/2019	3	Approve Dividend on Preferences Shares	No	For	For		For
Adani Ports & Special Economic Zone Limited	08/06/2019	4	Reelect Rajesh S. Adani as Director	No	For	For		Against
Adani Ports & Special Economic Zone Limited	08/06/2019	5	Elect Mukesh Kumar as Director	No	For	For		For
Adani Ports & Special Economic Zone Limited	08/06/2019	6	Elect Nirupama Rao as Director	No	For	For		For
Adani Ports & Special Economic Zone Limited	08/06/2019	7	Reelect G. Raghuram as Director	No	For	For		For
Adani Ports & Special Economic Zone Limited	08/06/2019	8	Reelect G. K. Pillai as Director	No	For	For		For
Adani Ports & Special Economic Zone Limited	08/06/2019	9	Approve Reappointment and Remuneration of Malay Mahadevia as Whole Time Director	No	For	For		For
Adani Ports & Special Economic Zone Limited	08/06/2019	10	Approve Payment of Commission to Non-Executive Directors	No	For	For		For
Adani Power Limited	08/08/2019	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Adani Power Limited	08/08/2019	2	Reelect Vneet S Jaain as Director	No	For	For		For
Adani Power Limited	08/08/2019	3	Elect Gauri Trivedi as Director	No	For	For		For
Adani Power Limited	08/08/2019	4	Elect Raminder Singh Gujral as Director	No	For	Against		Against
Adani Power Limited	08/08/2019	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
Adani Power Limited	08/08/2019	6	Approve Remuneration of Cost Auditors	No	For	For		For
Adani Power Limited	08/08/2019	7	Approve Material Related Party Transactions	No	For	Against		Against
Adani Power Limited	08/08/2019	8	Amend Articles of Association	No	For	For		For
Admie Holdings (IPTO) SA	07/04/2019		Annual Meeting Agenda	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Admie Holdings (IPTO) SA	07/04/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Admie Holdings (IPTO) SA	07/04/2019	2	Approve Allocation of Income	No	For	For		For
Admie Holdings (IPTO) SA	07/04/2019	3	Approve Discharge of Board and Auditors	No	For	For		For
Admie Holdings (IPTO) SA	07/04/2019	4	Approve Director Remuneration for 2018	No	For	For		For
Admie Holdings (IPTO) SA	07/04/2019	5	Pre-approve Director Remuneration for 2019	No	For	For		For
Admie Holdings (IPTO) SA	07/04/2019	6	Approve Remuneration Policy	No	For	For		For
Admie Holdings (IPTO) SA	07/04/2019	7	Approve Auditors and Fix Their Remuneration	No	For	For		For
Admie Holdings (IPTO) SA	07/04/2019	8	Ratify Director Appointments	No	For	For		Against
Admie Holdings (IPTO) SA	07/04/2019	9	Elect Members of Audit Committee	No	For	For		Against
Admie Holdings (IPTO) SA	07/04/2019	10	Authorize Board to Participate in Companies with Similar Business Interests	No	For	For		For
Admie Holdings (IPTO) SA	07/04/2019	11	Amend Company Articles	No	For	For		For
Admie Holdings (IPTO) SA	07/04/2019	12	Other Business	No	For	Against		Against
Advanced Chemical Industries Limited	12/23/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Advanced Chemical Industries Limited	12/23/2019	2	Approve Dividend	No	For	For		For
Advanced Chemical Industries Limited	12/23/2019	3.1	Elect Anis Ud Dowla as Director	No	For	For		For
Advanced Chemical Industries Limited	12/23/2019	3.2	Elect Shusmita Anis as Director	No	For	For		For
Advanced Chemical Industries Limited	12/23/2019	3.3	Elect Abdul-Muyeed Chowdhury as Director	No	For	For		For
Advanced Chemical Industries Limited	12/23/2019	4	Approve Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
AES Gener SA	12/17/2019	1	Authorize Share Repurchase Program	No	For	For		For
AES Gener SA	12/17/2019	2	Set Maximum Amount and Other Terms of Share Repurchase Program	No	For	For		For
AES Gener SA	12/17/2019	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	1	Re-elect Frank Abbott as Director	No	For	For		Against
African Rainbow Minerals Ltd.	12/06/2019	2	Re-elect Mike Arnold as Director	No	For	For		Against
African Rainbow Minerals Ltd.	12/06/2019	3	Re-elect David Noko as Director	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	4	Re-elect Jan Steenkamp as Director	No	For	For		Against

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
African Rainbow Minerals Ltd.	12/06/2019	5	Reappoint Ernst & Young Inc as Auditors of the Company and Appoint PD Grobbelaar as the Designated Auditor	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	6.1	Re-elect Tom Boardman as Chairman of the Audit and Risk Committee	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	6.2	Re-elect Dr Manana Bakane-Tuoane as Member of the Audit and Risk Committee	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	6.3	Re-elect Anton Botha as Member of the Audit and Risk Committee	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	6.4	Re-elect Alex Maditsi as Member of the Audit and Risk Committee	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	6.5	Re-elect Dr Rejoice Simelane as Member of the Audit and Risk Committee	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	7	Approve Remuneration Policy	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	8	Approve Remuneration Implementation Report	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	9	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	10	Authorise Board to Issue Shares for Cash	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	11.	Approve the Annual Retainer Fees for Non-executive Directors	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	11.	Approve the Fees for Attending Board Meetings	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	12	Approve the Committee Attendance Fees for Non-executive Directors	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	13	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	14	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
African Rainbow Minerals Ltd.	12/06/2019	15	Authorise Issue of Shares in Connection with the Share or Employee Incentive Schemes	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
African Rainbow Minerals Ltd.	12/06/2019	16	Authorise Repurchase of Issued Share Capital	No	For	For		For
Aftab Automobiles Ltd.	12/23/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Aftab Automobiles Ltd.	12/23/2019	2	Approve Dividend	No	For	For		For
Aftab Automobiles Ltd.	12/23/2019	3.1	Elect Sajedul Islam as Director	No	For	Against		Against
Aftab Automobiles Ltd.	12/23/2019	3.2	Elect Farhana Islam as Director	No	For	For		For
Aftab Automobiles Ltd.	12/23/2019	4	Approve A. Hoque & Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Aftab Automobiles Ltd.	12/23/2019	5	Appoint Corporate Governance Compliance Auditors for Fiscal Year 2020 and Authorize Board to Fix Their remuneration	No	For	For		For
Aftab Automobiles Ltd.	12/23/2019	6	Other Business	No	For	Against		Against
Agricultural Bank of China	12/13/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Agricultural Bank of China	12/13/2019	1	Approve Final Remuneration Plan for Directors of the Bank for 2018	No	For	For		For
Agricultural Bank of China	12/13/2019	2	Approve Final Remuneration Plan for Supervisors of the Bank for 2018	No	For	For		For
Agricultural Bank of China	12/13/2019	3	Elect Zhang Qingsong as Director	No	For	For		Against
Agricultural Bank of China	12/13/2019	4	Approve Additional Special Budget of Poverty Alleviation Donations for 2019	No	For	For		For
Air China Limited	12/19/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Air China Limited	12/19/2019	1	Approve the Framework Agreement between the Company and Air China Cargo Co., Ltd., Annual Caps and Related Transactions	No	For	For		For
Air China Limited	12/19/2019	2	Approve the Framework Agreement between the Company and China National Aviation Corporation (Group) Limited, Annual Caps and Related Transactions	No	For	For		For
Air China Limited	12/19/2019	3	Elect Patrick Healy as Director	No	For	For		Against
Air China Limited	12/19/2019	4	Elect Zhao Xiaohang as Supervisor	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Aksa Energi Uretim AS	07/30/2019		Annual Meeting Agenda	Yes				
Aksa Energi Uretim AS	07/30/2019	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Aksa Energi Uretim AS	07/30/2019	2	Authorize Presiding Council to Sign Minutes of Meeting	No	For	For		For
Aksa Energi Uretim AS	07/30/2019	3	Accept Statutory Reports	No	For	For		For
Aksa Energi Uretim AS	07/30/2019	4	Accept Financial Statements	No	For	For		For
Aksa Energi Uretim AS	07/30/2019	5	Approve Discharge of Board	No	For	For		For
Aksa Energi Uretim AS	07/30/2019	6	Ratify External Auditors	No	For	For		For
Aksa Energi Uretim AS	07/30/2019	7	Approve Allocation of Income	No	For	For		For
Aksa Energi Uretim AS	07/30/2019	8	Elect Directors	No	For	For		For
Aksa Energi Uretim AS	07/30/2019	9	Approve Director Remuneration	No	For	Against		Against
Aksa Energi Uretim AS	07/30/2019	10	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
Aksa Energi Uretim AS	07/30/2019	11	Receive Information in Accordance to Article 1.3.6 of Capital Market Board Corporate Governance Principles	Yes				
Aksa Energi Uretim AS	07/30/2019	12	Approve Upper Limit of Donations for 2019 and Receive Information on Donations Made in 2018	No	For	Against		Against
Aksa Energi Uretim AS	07/30/2019	13	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
Alexandria Mineral Oils Co.	09/28/2019		Ordinary Business	Yes				
Alexandria Mineral Oils Co.	09/28/2019	1	Approve Board Report on Company Operations for FY 2019	No	For	For		Do Not Vote
Alexandria Mineral Oils Co.	09/28/2019	2	Approve Auditors' Report on Company Financial Statements for FY 2019	No	For	For		Do Not Vote
Alexandria Mineral Oils Co.	09/28/2019	3	Accept Financial Statements and Statutory Reports for FY 2019	No	For	Against		Do Not Vote
Alexandria Mineral Oils Co.	09/28/2019	4	Approve Allocation of Income and Dividends for FY 2019	No	For	For		Do Not Vote

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Alexandria Mineral Oils Co.	09/28/2019	5	Approve Remuneration of Chairman and Directors for FY 2020	No	For	For		Do Not Vote
Alexandria Mineral Oils Co.	09/28/2019	6	Approve Discharge of Chairman and Directors for FY 2019	No	For	Against		Do Not Vote
Alexandria Mineral Oils Co.	09/28/2019	7	Ratify Auditors and Fix Their Remuneration for FY 2020	No	For	For		Do Not Vote
Alexandria Mineral Oils Co.	09/28/2019	8	Approve Charitable Donations for FY 2019 and 2020	No	For	For		Do Not Vote
Alexandria Mineral Oils Co.	09/28/2019	9	Approve Related Party Transactions for FY 2019 and Authorize Board to Conclude Transactions for FY 2020	No	For	Against		Do Not Vote
Alibaba Group Holding Limited	07/15/2019		Meeting for ADR Holders	Yes				
Alibaba Group Holding Limited	07/15/2019	1	Approve Share Subdivision	No	For	For		For
Alibaba Group Holding Limited	07/15/2019	2.1	Elect Daniel Yong Zhang as Director	No	For	Against		Against
Alibaba Group Holding Limited	07/15/2019	2.2	Elect Chee Hwa Tung as Director	No	For	For		For
Alibaba Group Holding Limited	07/15/2019	2.3	Elect Jerry Yang as Director	No	For	For		For
Alibaba Group Holding Limited	07/15/2019	2.4	Elect Wan Ling Martello as Director	No	For	For		For
Alibaba Group Holding Limited	07/15/2019	3	Ratify PricewaterhouseCoopers as Auditors	No	For	For		Against
Almacenes Exito SA	09/12/2019	1	Verify Quorum	Yes				
Almacenes Exito SA	09/12/2019	2	Approve Meeting Agenda	No	For	For		For
Almacenes Exito SA	09/12/2019	3	Elect Meeting Approval Committee	No	For	For		For
Almacenes Exito SA	09/12/2019	4.1	Authorize Board to Deliberate about Related-Party Transaction Re: Sale of Shares of Segisor SAS to Casino Guichard-Perrachon SA	No	For	For		For
Almacenes Exito SA	09/12/2019	4.2	Approve Related-Party Transaction Re: Sale of Shares of Segisor SAS to Casino Guichard-Perrachon SA	No	For	For		For
Almacenes Exito SA	09/12/2019	4.3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Alpha Bank SA	11/20/2019		Special Meeting Agenda	Yes				
Alpha Bank SA	11/20/2019	1	Amend Company Articles	No	For	For		For
Alpha Bank SA	11/20/2019	2	Approve Remuneration Policy	No	For	For		For
Alpha Bank SA	11/20/2019	3	Approve Severance Agreements with Executives	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ALROSA PJSC	09/30/2019	1	Approve Interim Dividends of RUB 3.84 per Share for First Half Year of Fiscal 2019	No	For	For		For
Alteo Limited	12/13/2019	1	Accept the Annual Report	No	For	For		For
Alteo Limited	12/13/2019	2	Receive the Report of Ernst & Young, the Auditors of the Company	No	For	For		For
Alteo Limited	12/13/2019	3	Accept Financial Statements and Statutory Reports	No	For	For		For
Alteo Limited	12/13/2019	4.1	Elect Andre Bonieux as Director	No	For	For		For
Alteo Limited	12/13/2019	4.2	Elect Jan Boule as Director	No	For	For		For
Alteo Limited	12/13/2019	4.3	Elect Dipak Chummun as Director	No	For	Against		Against
Alteo Limited	12/13/2019	4.4	Elect P. Arnaud Dalais as Director	No	For	For		For
Alteo Limited	12/13/2019	4.5	Elect Jean-Pierre Dalais as Director	No	For	Against		Against
Alteo Limited	12/13/2019	4.6	Elect Amedee Darga as Director	No	For	For		For
Alteo Limited	12/13/2019	4.7	Elect Jerome de Chasteauneuf as Director	No	For	Against		Against
Alteo Limited	12/13/2019	4.8	Elect Fabien de Marasse Enouf as Director	No	For	For		For
Alteo Limited	12/13/2019	4.9	Elect Arnaud Lagesse as Director	No	For	Against		Against
Alteo Limited	12/13/2019	4.1	Elect Thierry Lagesse as Director	No	For	For		For
Alteo Limited	12/13/2019	5.1	Reelect Patrick Chatenay as Director	No	For	For		For
Alteo Limited	12/13/2019	5.2	Reelect Sheila Ujoodha as Director	No	For	For		For
Alteo Limited	12/13/2019	6	Approve Non-Executive Directors' Remuneration	No	For	For		For
Alteo Limited	12/13/2019	7	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Alteo Limited	12/13/2019	8	Ratify the Remuneration Paid to Ernst & Young for FY 2019	No	For	For		For
Alteo Limited	12/13/2019	9	Authorize Board to Issue Notes Under the Multi-currency Note Programme	No	For	For		For
Alteo Limited	12/13/2019	10	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Aluminum Corporation of China Limited	12/10/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Aluminum Corporation of China Limited	12/10/2019	1	Amend Articles of Association, Rules and Procedures Regarding General Meetings of Shareholders, Board and Supervisory Committee	No	For	For		For
Aluminum Corporation of China Limited	12/10/2019	2	Approve Proposed Subscription for the A Shares of Yunnan Aluminum to be Issued Through Non-Public Offering	No	For	Against		Against
Aluminum Corporation of China Limited	12/10/2019		ELECT SUPERVISOR VIA CUMULATIVE VOTING	Yes				
Aluminum Corporation of China Limited	12/10/2019	3	Elect Ou Xiaowu as Supervisor	No	For	For		For
AMMB Holdings Berhad	07/31/2019	1	Approve Directors' Fees	No	For	For		For
AMMB Holdings Berhad	07/31/2019	2	Approve Directors' Benefits (Excluding Directors' Fees)	No	For	For		For
AMMB Holdings Berhad	07/31/2019	3	Elect Graham Kennedy Hodges as Director	No	For	For		Against
AMMB Holdings Berhad	07/31/2019	4	Elect Azman Hashim as Director	No	For	For		Against
AMMB Holdings Berhad	07/31/2019	5	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
AMMB Holdings Berhad	07/31/2019	6	Approve Issuance of New Ordinary Shares Under the Dividend Reinvestment Plan	No	For	For		For
AMMB Holdings Berhad	07/31/2019	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
AMMB Holdings Berhad	07/31/2019	8	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Australia and New Zealand Banking Group Limited Group	No	For	For		For
AMMB Holdings Berhad	07/31/2019	9	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Amcorp Group Berhad Group	No	For	For		For
AMMB Holdings Berhad	07/31/2019	1	Authorize Share Repurchase Program	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Ashok Leyland Limited	07/31/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Ashok Leyland Limited	07/31/2019	2	Approve Dividend	No	For	For		For
Ashok Leyland Limited	07/31/2019	3	Reelect Dheeraj G Hinduja as Director	No	For	For		Against
Ashok Leyland Limited	07/31/2019	4	Reelect Andreas H. Biagosch as Director	No	For	Against		Against
Ashok Leyland Limited	07/31/2019	5	Reelect Jean Brunol as Director	No	For	Against		Against
Ashok Leyland Limited	07/31/2019	6	Reelect Sanjay K. Asher as Director	No	For	Against		Against
Ashok Leyland Limited	07/31/2019	7	Elect Gopal Mahadevan as Director and Approve Appointment and Remuneration of Gopal Mahadevan as Whole-time Director designated as Whole-time Director and Chief Financial Officer	No	For	Against		Against
Ashok Leyland Limited	07/31/2019	8	Approve Remuneration of Cost Auditors	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019		Ordinary Resolutions	Yes				
Aspen Pharmacare Holdings Ltd.	12/05/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	2	Receive and Note the Social & Ethics Committee Report	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	3.1	Re-elect Kuseni Dlamini as Director	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	3.2	Elect Ben Kruger as Director	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	3.3	Elect Themba Mkhwanazi as Director	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	3.4	Re-elect Babalwa Ngonyama as Director	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	3.5	Re-elect David Redfern as Director	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	3.6	Re-elect Sindi Zilwa as Director	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	4	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company and Appoint Anastacia Tshesane as the Individual Registered Auditor	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	5.1	Re-elect Linda de Beer as Member of the Audit & Risk Committee	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	5.2	Elect Ben Kruger as Member of the Audit & Risk Committee	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Aspen Pharmacare Holdings Ltd.	12/05/2019	5.3	Re-elect Babalwa Ngonyama as Member of the Audit & Risk Committee	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	5.4	Re-elect Sindi Zilwa as Member of the Audit & Risk Committee	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	6	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	7	Authorise Board to Issue Shares for Cash	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	8	Authorise Ratification of Approved Resolutions	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019		Non-binding Advisory Resolutions	Yes				
Aspen Pharmacare Holdings Ltd.	12/05/2019	1	Approve Remuneration Policy	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	2	Approve Remuneration Implementation Report	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019		Special Resolutions	Yes				
Aspen Pharmacare Holdings Ltd.	12/05/2019	1.1	Approve Fees of the Board Chairman	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	1.1	Approve Fees of the Board Members	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	1.2	Approve Fees of the Audit & Risk Committee Chairman	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	1.2	Approve Fees of the Audit & Risk Committee Members	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	1.3	Approve Fees of the Remuneration & Nomination Committee Chairman	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	1.3	Approve Fees of the Remuneration & Nomination Committee Members	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	1.4	Approve Fees of the Social & Ethics Committee Chairman	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	1.4	Approve Fees of the Social & Ethics Committee Members	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	2	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/05/2019	3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Atlantic Grupa dd	10/17/2019	1	Open Meeting; Verify Quorum	Yes				
Atlantic Grupa dd	10/17/2019	2	Elect Monika Schulze as Supervisory Board Member	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Attacq Ltd.	11/14/2019		Ordinary Resolutions	Yes				
Attacq Ltd.	11/14/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For
Attacq Ltd.	11/14/2019	2	Accept Consolidated Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For
Attacq Ltd.	11/14/2019	3	Authorise Board to Issue Shares for Cash	No	For	For		For
Attacq Ltd.	11/14/2019	4	Reappoint Deloitte as Auditors of the Company with Patrick Kleb as the Designated Partner	No	For	For		For
Attacq Ltd.	11/14/2019	5	Re-elect Pierre Tredoux as Director	No	For	For		For
Attacq Ltd.	11/14/2019	6	Re-elect Johan van der Merwe as Director	No	For	For		For
Attacq Ltd.	11/14/2019	7	Re-elect Hellen El Haimer as Director	No	For	For		For
Attacq Ltd.	11/14/2019	8	Re-elect Stewart Shaw-Taylor as Director	No	For	For		For
Attacq Ltd.	11/14/2019	9	Elect Raj Nana as Director	No	For	For		For
Attacq Ltd.	11/14/2019	10	Elect Jackie van Niekerk as Director	No	For	For		For
Attacq Ltd.	11/14/2019	11	Re-elect Stewart Shaw-Taylor as Chairperson of the Audit and Risk Committee	No	For	For		For
Attacq Ltd.	11/14/2019	12	Re-elect Hellen El Haimer as Member of the Audit and Risk Committee	No	For	For		For
Attacq Ltd.	11/14/2019	13	Re-elect Brett Nagle as Member of the Audit and Risk Committee	No	For	For		For
Attacq Ltd.	11/14/2019	14	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Attacq Ltd.	11/14/2019	15	Approve Specific Authority to Issue Shares Pursuant to a Reinvestment Option	No	For	For		For
Attacq Ltd.	11/14/2019		Non-Binding Advisory Votes	Yes				
Attacq Ltd.	11/14/2019	1	Approve Remuneration Policy	No	For	For		For
Attacq Ltd.	11/14/2019	2	Approve Remuneration Implementation Report	No	For	For		For
Attacq Ltd.	11/14/2019		Special Resolutions	Yes				

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Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Attacq Ltd.	11/14/2019	1	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
Attacq Ltd.	11/14/2019	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Attacq Ltd.	11/14/2019	3	Authorise Allotment and Issue of Shares to Directors and Prescribed Officers Under the Long-Term Incentive Plan	No	For	For		For
Attacq Ltd.	11/14/2019	4	Approve Non-executive Directors' Fees	No	For	For		For
Aurobindo Pharma Limited	08/29/2019	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Aurobindo Pharma Limited	08/29/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Aurobindo Pharma Limited	08/29/2019	3	Confirm First and Second Interim Dividend	No	For	For		For
Aurobindo Pharma Limited	08/29/2019	4	Reelect P. Sarath Chandra Reddy as Director	No	For	For		Against
Aurobindo Pharma Limited	08/29/2019	5	Reelect M. Sivakumaran as Director	No	For	For		Against
Aurobindo Pharma Limited	08/29/2019	6	Reelect K. Ragunathan as Director	No	For	For		For
Aurobindo Pharma Limited	08/29/2019	7	Reelect Savita Mahajan as Director	No	For	For		For
Aurobindo Pharma Limited	08/29/2019	8	Reelect Avnit Bimal Singh as Director	No	For	For		For
Aurobindo Pharma Limited	08/29/2019	9	Approve Reappointment and Remuneration of P. Sarath Chandra Reddy as Whole-time Director	No	For	For		For
Aurobindo Pharma Limited	08/29/2019	10	Approve Revision in the Remuneration of M. Madan Mohan Reddy as Whole-time Director	No	For	For		For
Aurobindo Pharma Limited	08/29/2019	11	Approve Revision in the Remuneration of N. Govindarajan as Managing Director	No	For	For		For
Aurobindo Pharma Limited	11/30/2019		Court-Ordered Meeting for Shareholders	Yes				
Aurobindo Pharma Limited	11/30/2019	1	Approve Scheme of Amalgamation	No	For	For		For
AVI Ltd.	11/07/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For

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Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
AVI Ltd.	11/07/2019	2	Reappoint Ernst & Young Inc as Auditors of the Company	No	For	For		For
AVI Ltd.	11/07/2019	3	Re-elect James Hersov as Director	No	For	For		For
AVI Ltd.	11/07/2019	4	Re-elect Michael Koursaris as Director	No	For	For		For
AVI Ltd.	11/07/2019	5	Re-elect Simon Crutchley as Director	No	For	For		For
AVI Ltd.	11/07/2019	6	Elect Alexandra Muller as Director	No	For	For		For
AVI Ltd.	11/07/2019	7	Re-elect Michael Bosman as Chairman of the Audit and Risk Committee	No	For	For		For
AVI Ltd.	11/07/2019	8	Re-elect James Hersov as Member of the Audit and Risk Committee	No	For	Against		Against
AVI Ltd.	11/07/2019	9	Elect Alexandra Muller as Member of the Audit and Risk Committee	No	For	For		For
AVI Ltd.	11/07/2019	10	Approve Fees Payable to the Current Non-executive Directors, Excluding the Chairman of the Board and the Foreign Non-executive Director, Adriaan Nuhn	No	For	For		For
AVI Ltd.	11/07/2019	11	Approve Fees Payable to the Chairman of the Board	No	For	For		For
AVI Ltd.	11/07/2019	12	Approve Fees Payable to the Foreign Non-executive Director, Adriaan Nuhn	No	For	For		For
AVI Ltd.	11/07/2019	13	Approve Fees Payable to the Members of the Remuneration, Nomination and Appointments Committee	No	For	For		For
AVI Ltd.	11/07/2019	14	Approve Fees Payable to the Members of the Audit and Risk Committee	No	For	For		For
AVI Ltd.	11/07/2019	15	Approve Fees Payable to the Members of the Social and Ethics Committee	No	For	For		For
AVI Ltd.	11/07/2019	16	Approve Fees Payable to the Chairman of the Remuneration, Nomination and Appointments Committee	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
AVI Ltd.	11/07/2019	17	Approve Fees Payable to the Chairman of the Audit and Risk Committee	No	For	For		For
AVI Ltd.	11/07/2019	18	Approve Fees Payable to the Chairman of the Social and Ethics Committee	No	For	For		For
AVI Ltd.	11/07/2019	19	Authorise Repurchase of Issued Share Capital	No	For	For		For
AVI Ltd.	11/07/2019	20	Approve Remuneration Policy	No	For	For		For
AVI Ltd.	11/07/2019	21	Approve Implementation Report	No	For	For		For
Axis Bank	08/21/2019		Postal Ballot	Yes				
Axis Bank	08/21/2019	1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		Against
Axis Bank Ltd.	07/20/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Axis Bank Ltd.	07/20/2019	2	Approve Dividend	No	For	For		For
Axis Bank Ltd.	07/20/2019	3	Reelect Usha Sangwan as Director	No	For	Against		Against
Axis Bank Ltd.	07/20/2019	4	Approve Appointment and Remuneration of Rakesh Makhija as Non-Executive (Part-Time) Chairman	No	For	For		For
Axis Bank Ltd.	07/20/2019	5	Approve Revision in the Remuneration of Amitabh Chaudhry as Managing Director & CEO	No	For	For		For
Axis Bank Ltd.	07/20/2019	6	Approve Revision in the Remuneration of Rajiv Anand as Executive Director (Wholesale Banking)	No	For	For		For
Axis Bank Ltd.	07/20/2019	7	Approve Reappointment and Remuneration of Rajiv Anand as Whole Time Director Designated as the Executive Director (Wholesale Banking)	No	For	For		For
Axis Bank Ltd.	07/20/2019	8	Approve Revision in the Remuneration of Rajesh Dahiya as Executive Director (CorporateCentre)	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Axis Bank Ltd.	07/20/2019	9	Approve Reappointment and Remuneration of Rajesh Dahiya as Whole Time Director Designated as the Executive Director (Corporate Centre)	No	For	For		For
Axis Bank Ltd.	07/20/2019	10	Elect Pralay Mondal as Director	No	For	For		For
Axis Bank Ltd.	07/20/2019	11	Approve Appointment and Remuneration of Pralay Mondal as Whole Time Director Designated as the Executive Director (Retail Banking)	No	For	For		For
Axis Bank Ltd.	07/20/2019	12	Approve Issuance of Debt Securities on Private Placement Basis	No	For	For		For
Axis Bank Ltd.	07/20/2019	13	Approve Commission to Non-Executive Directors, Excluding the Non-Executive (Part-Time) Chairman of the Bank	No	For	For		For
Bajaj Auto Limited	07/26/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Bajaj Auto Limited	07/26/2019	2	Approve Dividend	No	For	For		For
Bajaj Auto Limited	07/26/2019	3	Reelect Sanjivnayan Rahulkumar Bajaj as Director	No	For	For		Against
Bajaj Auto Limited	07/26/2019	4	Reelect Pradeep Shrivastava as Director	No	For	For		For
Bajaj Auto Limited	07/26/2019	5	Elect Rakesh Sharma as Director	No	For	For		For
Bajaj Auto Limited	07/26/2019	6	Approve Appointment and Remuneration of Rakesh Sharma as Whole-time Director, Designated as Executive Director	No	For	For		For
Bajaj Auto Limited	07/26/2019	7	Elect Lila Firoz Poonawalla as Director	No	For	For		For
Bajaj Auto Limited	07/26/2019	8	Elect Pradip Panalal Shah as Director	No	For	Against		Against
Bajaj Auto Limited	07/26/2019	9	Reelect Nanoo Gobindram Pamnani as Director	No	For	For		For
Bajaj Auto Limited	07/26/2019	10	Reelect Balaji Rao Jagannathrao Doveton as Director	No	For	For		For
Bajaj Auto Limited	07/26/2019	11	Maintain Maximum Number of Directors	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Banco Santander Chile SA	08/27/2019		Meeting for ADR Holders	Yes				
Banco Santander Chile SA	08/27/2019	1	Approve Transaction with a Related Party Re: Acquisition of 51 Percent of Shares in Santander Consumer Chile SA	No	For	For		For
Banco Santander Chile SA	08/27/2019	2	Receive Report Regarding Related-Party Transactions	Yes				
Banco Santander Chile SA	08/27/2019	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Banco Santander Mexico SA Institucion de Banca Mu	11/28/2019		Ordinary Meeting for Series F and B Shareholders	Yes				
Banco Santander Mexico SA Institucion de Banca Mu	11/28/2019	1	Ratify Election of Cesar Augusto Montemayor Zambrano as Director to Represent Series F Shareholders to Replace Guillermo Guemez Garcia	No	For	For		For
Banco Santander Mexico SA Institucion de Banca Mu	11/28/2019	2	Approve Cash Dividends	No	For	For		For
Banco Santander Mexico SA Institucion de Banca Mu	11/28/2019	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Bangkok Land Public Company Limited	07/25/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
Bangkok Land Public Company Limited	07/25/2019	2	Acknowledge Operating Results	Yes				
Bangkok Land Public Company Limited	07/25/2019	3	Approve Financial Statements and Acknowledge Statutory Reports	No	For	For		For
Bangkok Land Public Company Limited	07/25/2019	4	Approve Allocation of Income and Dividend Payment	No	For	For		For
Bangkok Land Public Company Limited	07/25/2019	5.1	Elect Shui Pang Kanjanapas as Director	No	For	For		Against
Bangkok Land Public Company Limited	07/25/2019	5.2	Elect Prasan Hokchoon as Director	No	For	For		For
Bangkok Land Public Company Limited	07/25/2019	5.3	Elect Supavat Saicheua as Director	No	For	For		For
Bangkok Land Public Company Limited	07/25/2019	6	Elect Jakapan Panomouppatham as Director	No	For	For		For
Bangkok Land Public Company Limited	07/25/2019	7	Approve Remuneration of Directors	No	For	For		For
Bangkok Land Public Company Limited	07/25/2019	8	Approve Karin Audit Co., Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Bangkok Land Public Company Limited	07/25/2019	9	Amend Articles 24 and 29 of the Articles of Association	No	For	For		For
Bangkok Land Public Company Limited	07/25/2019	10	Other Business	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bangladesh Export Import Co. Ltd.	12/21/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Bangladesh Export Import Co. Ltd.	12/21/2019	2	Approve Dividend	No	For	For		For
Bangladesh Export Import Co. Ltd.	12/21/2019	3.1	Reelect Iqbal Ahmed as Director	No	For	Against		Against
Bangladesh Export Import Co. Ltd.	12/21/2019	3.2	Reelect A. B. Siddiqur Rahman as Director	No	For	For		For
Bangladesh Export Import Co. Ltd.	12/21/2019	4	Approve M. J. Abedin and Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Bangladesh Export Import Co. Ltd.	12/21/2019	5	Appoint Corporate Governance Compliance Auditors for Fiscal Year 2019-2020 and Authorize Board to Fix Their remuneration	No	For	For		For
Bank Aljazira	12/16/2019		Extraordinary Business	Yes				
Bank Aljazira	12/16/2019	1	Amend Article 22 of Bylaws Re: Chairman, Vice Chairman, CEO, Managing Director and Secretary	No	For	For		For
Bank Aljazira	12/16/2019	2	Approve Remuneration Policy Re: Directors, Management and Committees	No	For	For		For
Bank Aljazira	12/16/2019	3	Approve Corporate Social Responsibility Policy	No	For	For		For
Bank Aljazira	12/16/2019	4	Amend Audit Committee Charter	No	For	For		For
Bank Aljazira	12/16/2019	5	Amend Nomination and Remuneration Committee Charter	No	For	For		For
Bank Aljazira	12/16/2019	6	Approve Dividend Distribution Policy	No	For	For		For
Bank Aljazira	12/16/2019	7	Approve Related Party Transactions Re: Board Members	No	For	Against		Against
Bank Handlowy w Warszawie SA	09/24/2019	1	Open Meeting	Yes				
Bank Handlowy w Warszawie SA	09/24/2019	2	Elect Meeting Chairman	No	For	For		For
Bank Handlowy w Warszawie SA	09/24/2019	3	Acknowledge Proper Convening of Meeting	Yes				
Bank Handlowy w Warszawie SA	09/24/2019	4	Approve Agenda of Meeting	No	For	For		For
Bank Handlowy w Warszawie SA	09/24/2019	5.1	Elect Supervisory Board Member	No	For	Against		Against
Bank Handlowy w Warszawie SA	09/24/2019	5.2	Approve Amended Policy on Assessment of Suitability of Supervisory Board Members	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bank Handlowy w Warszawie SA	09/24/2019	5.3	Amend Statute Re: Corporate Purpose	No	For	For		For
Bank Handlowy w Warszawie SA	09/24/2019	6	Close Meeting	Yes				
Bank Millennium SA	08/27/2019	1	Open Meeting	Yes				
Bank Millennium SA	08/27/2019	2	Receive Information on Voting Procedures	Yes				
Bank Millennium SA	08/27/2019	3	Elect Meeting Chairman	No	For	For		For
Bank Millennium SA	08/27/2019	4	Acknowledge Proper Convening of Meeting	Yes				
Bank Millennium SA	08/27/2019	5	Receive Agenda of Meeting	Yes				
Bank Millennium SA	08/27/2019	6	Elect Members of Vote Counting Commission	No	For	For		For
Bank Millennium SA	08/27/2019	7	Approve Acquisition of Euro Bank SA	No	For	For		For
Bank Millennium SA	08/27/2019	8	Amend Statute Re: Corporate Purpose	No	For	For		For
Bank Millennium SA	08/27/2019	9	Approve Performance Share Plan; Authorize Share Repurchase Program for Purpose of Performance Share Plan	No	For	Against		Against
Bank Millennium SA	08/27/2019	10	Close Meeting	Yes				
Bank of China Limited	12/31/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Bank of China Limited	12/31/2019	1	Approve 2018 Remuneration Distribution Plan for Chairman of the Board of Directors and Executive Directors	No	For	For		For
Bank of China Limited	12/31/2019	2	Approve 2018 Remuneration Distribution Plan of Supervisors	No	For	For		For
Bank of China Limited	12/31/2019	3	Approve Improving the Remuneration Plan of Independent Non-executive Directors	No	For	For		For
Bank of China Limited	12/31/2019	4	Elect Chen Chunhua as Director	No	For	For		For
Bank of China Limited	12/31/2019	5	Elect Chui Sai Peng Jose as Director	No	For	For		For
Bank of China Limited	12/31/2019	6	Approve Application for Provisional Authorization of Outbound Donations	No	For	For		For
Bank of China Limited	12/31/2019	7	Elect Wang Jiang as Director	No	For	For		Against
Banque Marocaine du Commerce Extérieur SA	09/04/2019		Extraordinary Business	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Banque Marocaine du Commerce Exterieur SA	09/04/2019	1	Approve Issuance of Shares for a Private Placement	No	For	For		Do Not Vote
Banque Marocaine du Commerce Exterieur SA	09/04/2019	2	Eliminate Preferential Subscription Rights	No	For	For		Do Not Vote
Banque Marocaine du Commerce Exterieur SA	09/04/2019	3	Authorize Board to Ratify and Execute Approved Resolution in Relation to the Share Capital Increase	No	For	For		Do Not Vote
Banque Marocaine du Commerce Exterieur SA	09/04/2019	4	Authorize Filing of Required Documents and Other Formalities	No	For	For		Do Not Vote
Becle SAB de CV	11/25/2019	1	Approve Financial Statements for Period Ended October 31, 2019	No	For	For		For
Becle SAB de CV	11/25/2019	2	Approve Absorption of Lanceros SA de CV, Sunrise Distillers SAPI de CV, Jose Cuervo SA de CV, Tequila Cuervo la Rojena SA de CV, Ex Hacienda los Camichines SA de CV and Corporativo de Marcas GJB SA de CV by the Company; Approve Absorption Agreement	No	For	For		For
Becle SAB de CV	11/25/2019	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/21/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/21/2019	2	Approve Cash Dividend	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/21/2019	3.1	Reelect Osman Kaiser Chowdhury as Director	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/21/2019	3.2	Reelect Abu Bakar Siddiqur Rahman as Director	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/21/2019	4	Reappoint Nazmul Hassan as Managing Director	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/21/2019	5	Approve M.J. Abedin and Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/21/2019	6	Appoint Corporate Governance Compliance Auditors for FY 2019-2020 and Authorize Board to Fix Their remuneration	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bharat Heavy Electricals Limited	09/19/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Bharat Heavy Electricals Limited	09/19/2019	2	Approve Dividend	No	For	For		For
Bharat Heavy Electricals Limited	09/19/2019	3	Reelect Subodh Gupta as Director	No	For	Against		Against
Bharat Heavy Electricals Limited	09/19/2019	4	Reelect S. Balakrishnan as Director	No	For	Against		Against
Bharat Heavy Electricals Limited	09/19/2019	5	Authorize Board to Fix Remuneration of Auditors	No	For	For		Against
Bharat Heavy Electricals Limited	09/19/2019	6	Approve Remuneration of Cost Auditors	No	For	For		For
Bharat Heavy Electricals Limited	09/19/2019	7	Reelect R. Swaminathan as Director	No	For	For		For
Bharat Heavy Electricals Limited	09/19/2019	8	Elect Manoj Kumar Varma as Director	No	For	Against		Against
Bharat Heavy Electricals Limited	09/19/2019	9	Elect Rajesh Sharma as Director	No	For	For		For
Bharat Heavy Electricals Limited	09/19/2019	10	Elect Kamalesh Das as Director	No	For	Against		Against
Bharat Heavy Electricals Limited	09/19/2019	11	Elect Amit Varadan as Director	No	For	Against		Against
Bharat Heavy Electricals Limited	09/19/2019	12	Elect Nalin Shinghal as Director	No	For	For		Against
Bharat Petroleum Corporation Limited	08/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Bharat Petroleum Corporation Limited	08/30/2019	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Bharat Petroleum Corporation Limited	08/30/2019	3	Reelect Padmakar Kappagantula as Director	No	For	Against		Against
Bharat Petroleum Corporation Limited	08/30/2019	4	Authorize Board to Fix Remuneration of Auditors	No	For	For		Against
Bharat Petroleum Corporation Limited	08/30/2019	5	Elect Arun Kumar Singh as Director	No	For	Against		Against
Bharat Petroleum Corporation Limited	08/30/2019	6	Elect Neelakantapillai Vijayagopal as Director	No	For	Against		Against
Bharat Petroleum Corporation Limited	08/30/2019	7	Reelect Rajesh Kumar Mangal as Director	No	For	For		For
Bharat Petroleum Corporation Limited	08/30/2019	8	Elect Harshadkumar P. Shah as Director	No	For	For		For
Bharat Petroleum Corporation Limited	08/30/2019	9	Approve Material Related Party Transactions	No	For	Against		Against
Bharat Petroleum Corporation Limited	08/30/2019	10	Approve Remuneration of Cost Auditors	No	For	For		For
Bharti Airtel Limited	08/14/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Bharti Airtel Limited	08/14/2019	2	Reelect Chua Sock Koong as Director	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bharti Airtel Limited	08/14/2019	3	Reelect Vegulaparanan Kasi Viswanathan as Director	No	For	Against		Against
Bharti Airtel Limited	08/14/2019	4	Reelect Dinesh Kumar Mittal as Director	No	For	Against		Against
Bharti Airtel Limited	08/14/2019	5	Elect Kimsuka Narasimhan as Director	No	For	For		For
Bharti Airtel Limited	08/14/2019	6	Approve Waiver of Excess Remuneration Paid to Sunil Bharti Mittal as Chairman for Financial Year Ended March 31, 2019	No	For	Against		Against
Bharti Airtel Limited	08/14/2019	7	Approve Waiver of Excess Remuneration Paid to Gopal Vittal as Managing Director & CEO (India and South Asia) for Financial year Ended March 31, 2019	No	For	Against		Against
Bharti Airtel Limited	08/14/2019	8	Approve Payment of Remuneration to Sunil Bharti Mittal as Chairman for Period April 1, 2019 to September 30, 2021	No	For	Against		Against
Bharti Airtel Limited	08/14/2019	9	Approve Payment of Remuneration to Paid to Gopal Vittal as Managing Director & CEO (India and South Asia) for Period April 1, 2019 to September 30, 2021	No	For	Against		Against
Bharti Airtel Limited	08/14/2019	10	Approve Remuneration of Cost Auditors	No	For	For		For
Bharti Infratel Limited	07/23/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Bharti Infratel Limited	07/23/2019	2	Approve Interim Dividends	No	For	For		For
Bharti Infratel Limited	07/23/2019	3	Reelect Devender Singh Rawat as Director	No	For	For		For
Bharti Infratel Limited	07/23/2019	4	Elect Prakul Kaushiva as Director	No	For	For		Against
Bharti Infratel Limited	07/23/2019	5	Reelect Bharat Sumant Raut as Director	No	For	For		For
Bharti Infratel Limited	07/23/2019	6	Reelect Jitender Balakrishnan as Director	No	For	For		Against
Bharti Infratel Limited	07/23/2019	7	Reelect Leena Srivastava as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bharti Infratel Limited	07/23/2019	8	Reelect Narayanan Kumar as Director	No	For	Against		Against
Bid Corp. Ltd.	11/14/2019	1	Appoint PricewaterhouseCoopers Inc as Auditors of the Company with Eben Gerrys as the Individual Registered Auditor	No	For	For		For
Bid Corp. Ltd.	11/14/2019	2.1	Elect Tasneem Abdool-Samad as Director	No	For	For		For
Bid Corp. Ltd.	11/14/2019	2.2	Elect Clifford Rosenberg as Director	No	For	For		For
Bid Corp. Ltd.	11/14/2019	2.3	Re-elect David Cleasby as Director	No	For	For		For
Bid Corp. Ltd.	11/14/2019	2.4	Re-elect Brian Joffe as Director	No	For	For		Against
Bid Corp. Ltd.	11/14/2019	2.5	Re-elect Dolly Mokgatle as Director	No	For	For		For
Bid Corp. Ltd.	11/14/2019	3.1	Elect Tasneem Abdool-Samad as Member of the Audit and Risk Committee	No	For	For		For
Bid Corp. Ltd.	11/14/2019	3.2	Re-elect Paul Baloyi as Member of the Audit and Risk Committee	No	For	For		For
Bid Corp. Ltd.	11/14/2019	3.3	Re-elect Nigel Payne as Member of the Audit and Risk Committee	No	For	For		For
Bid Corp. Ltd.	11/14/2019	3.4	Re-elect Helen Wiseman as Chairman of the Audit and Risk Committee	No	For	For		For
Bid Corp. Ltd.	11/14/2019	4.1	Approve Remuneration Policy	No	For	For		For
Bid Corp. Ltd.	11/14/2019	4.2	Approve Implementation of Remuneration Policy	No	For	For		For
Bid Corp. Ltd.	11/14/2019	5	Amend Conditional Share Plan	No	For	For		For
Bid Corp. Ltd.	11/14/2019	6	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Bid Corp. Ltd.	11/14/2019	7	Authorise Board to Issue Shares for Cash	No	For	For		For
Bid Corp. Ltd.	11/14/2019	8	Approve Pro Rata Reduction of Stated Capital in lieu of Dividend	No	For	For		For
Bid Corp. Ltd.	11/14/2019	9	Authorise Creation and Issuance of Convertible Debentures or Other Convertible Instruments	No	For	For		For
Bid Corp. Ltd.	11/14/2019	10	Authorise Ratification of Approved Resolutions	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bid Corp. Ltd.	11/14/2019	11	Authorise Repurchase of Issued Share Capital	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Chairman	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Lead Independent Non-executive Director (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Lead Independent Director (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Non-executive Directors (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Non-executive Directors (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Audit and Risk Committee Chairman (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Audit and Risk Committee Chairman (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Audit and Risk Committee Member (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Audit and Risk Committee Member (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Remuneration Committee Chairman (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Remuneration Committee Chairman (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Remuneration Committee Member (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Remuneration Committee Member (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Nominations Committee Chairman (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Nominations Committee Chairman (International) (AUD)	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Nominations Committee Member (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Nominations Committee Member (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Acquisitions Committee Chairman (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Acquisitions Committee Chairman (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Acquisitions Committee Member (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Acquisitions Committee Member (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Social and Ethics Committee Chairman (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Social and Ethics Committee Chairman (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Social and Ethics Committee Member (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Social and Ethics Committee Member (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Ad hoc Meetings (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Ad hoc Meetings (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Travel per Meeting Cycle (SA)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	12.	Approve Fees of the Travel per Meeting Cycle (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/14/2019	13	Approve Financial Assistance to Related or Inter-related Companies and Corporations	No	For	For		For
BIM Birlesik Magazalar AS	11/19/2019		Special Meeting Agenda	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
BIM Birlesik Magazalar AS	11/19/2019	1	Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	No	For	For		For
BIM Birlesik Magazalar AS	11/19/2019	2	Approve Special Dividend	No	For	For		For
BIM Birlesik Magazalar AS	11/19/2019	3	Wishes	Yes				
Biocon Limited	07/26/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Biocon Limited	07/26/2019	2	Approve Dividend	No	For	For		For
Biocon Limited	07/26/2019	3	Reelect Ravi Mazumdar as Director	No	For	For		Against
Biocon Limited	07/26/2019	4	Approve Reappointment and Remuneration of Arun Suresh Chandavarkar as CEO and Joint Managing Director	No	For	For		For
Biocon Limited	07/26/2019	5	Reelect Meleveetil Damodaran as Director	No	For	For		Against
Biocon Limited	07/26/2019	6	Approve Remuneration of Cost Auditors	No	For	For		For
Biocon Limited	07/26/2019	7	Approve Variation in Terms of the Employees Stock Option Plan 2000	No	For	Against		Against
Biocon Limited	07/26/2019	8	Approve Discontinuation of Grant IX and Grant X of Employees Stock Option Plan 2000	No	For	For		For
BSRM Steels Ltd.	12/19/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
BSRM Steels Ltd.	12/19/2019	2.1	Reelect Aameir Alihussain as Director	No	For	For		For
BSRM Steels Ltd.	12/19/2019	2.2	Reelect Zohair Taherali as Director	No	For	For		For
BSRM Steels Ltd.	12/19/2019	3	Approve Dividend	No	For	For		For
BSRM Steels Ltd.	12/19/2019	4	Approve A. Qasem and Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
BSRM Steels Ltd.	12/19/2019	5	Appoint M.A. Mallik and Co. as Corporate Governance Compliance Professional for Fiscal Year 2020	No	For	For		For
BSRM Steels Ltd.	12/19/2019	6	Approve Inter Company Loans/ Corporate Guarantees	No	For	Against		Against
BTS Group Holdings Public Company Limited	07/22/2019	1	Message of the Chairman	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
BTS Group Holdings Public Company Limited	07/22/2019	2	Approve Minutes of Previous Meeting	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	3	Approve Operation Results	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	4	Approve Financial Statements	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	5	Approve Dividend Payment	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	6	Approve Remuneration of Directors	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	7.1	Elect Keeree Kanjanapas as Director	No	For	For		Against
BTS Group Holdings Public Company Limited	07/22/2019	7.2	Elect Surapong Laoha-Unya as Director	No	For	For		Against
BTS Group Holdings Public Company Limited	07/22/2019	7.3	Elect Kong Chi Keung as Director	No	For	Against		Against
BTS Group Holdings Public Company Limited	07/22/2019	7.4	Elect Suchin Wanglee as Director	No	For	For		Against
BTS Group Holdings Public Company Limited	07/22/2019	7.5	Elect Pichitra Mahaphon as Director	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	8	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	9	Approve Issuance of Warrants to Purchase Newly Issued Ordinary Shares to Existing Shareholders	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	10	Approve Issuance of Warrants to Purchase Ordinary Shares to Non-Director Employees of the Company and its Subsidiaries under the BTS Group ESOP 2019 Scheme	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	11	Approve Increase in Registered Capital Under a General Mandate Through Private Placement	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	12	Approve Reduction in Registered Capital	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	13	Amend Memorandum of Association to Reflect Reduction in Registered Capital	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	14	Approve Increase in Registered Capital	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	15	Amend Memorandum of Association to Reflect Increase in Registered Capital	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
BTS Group Holdings Public Company Limited	07/22/2019	16	Approve Allocation of Newly Issued Ordinary Shares to Accommodate Adjustment of Rights for the Warrants to Purchase the Newly Issued Ordinary Shares of BTS-W4 and BTS-W5, Exercise of Warrants Issued to the Non-Director Employees and the Private Placement	No	For	For		For
BTS Group Holdings Public Company Limited	07/22/2019	17	Other Business	No	For	Against		Against
C.N.T.E.E. Transelectrica SA	08/19/2019		Extraordinary Business	Yes				
C.N.T.E.E. Transelectrica SA	08/19/2019	1	Authorize Issuance of Shares with Preemptive Rights Up to RON 20.24 Million	No	For	For		For
C.N.T.E.E. Transelectrica SA	08/19/2019	2	Delegate Powers to Board to Implement Measures to Complete Capital Increase	No	For	For		For
C.N.T.E.E. Transelectrica SA	08/19/2019	3	Approve Meeting's Record Date and Ex-Date	No	For	For		For
C.N.T.E.E. Transelectrica SA	08/19/2019	4	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
C.N.T.E.E. Transelectrica SA	09/20/2019		Extraordinary Business	Yes				
C.N.T.E.E. Transelectrica SA	09/20/2019		Management Proposals	Yes				
C.N.T.E.E. Transelectrica SA	09/20/2019	1	Elect Supervisory Board Members	Yes				
C.N.T.E.E. Transelectrica SA	09/20/2019	2	Approve Remuneration of Supervisory Board Members	No	For	For		For
C.N.T.E.E. Transelectrica SA	09/20/2019	3	Approve Contract of Mandate for Supervisory Board Members	No	For	For		For
C.N.T.E.E. Transelectrica SA	09/20/2019	4	Approve Profile for Supervisory Board	No	For	Against		Against
C.N.T.E.E. Transelectrica SA	09/20/2019	5	Approve Profile for Candidates	No	For	For		For
C.N.T.E.E. Transelectrica SA	09/20/2019		Shareholder Proposals Submitted by the Romanian Ministry of Economy	Yes				
C.N.T.E.E. Transelectrica SA	09/20/2019	6.1	Elect Adrian Mitroi as Interim Supervisory Board Member	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/20/2019	6.2	Elect Petru Tarniceru as Interim Supervisory Board Member	No	None	Against		Against

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
C.N.T.E.E. Transelectrica SA	09/20/2019	6.3	Elect Iocica Badila as Interim Supervisory Board Member	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	09/20/2019	6.4	Elect Virginia Mihaela Toader as Interim Supervisory Board Member	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/20/2019	6.5	Elect Mihaela Constantinovici as Interim Supervisory Board Member	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/20/2019	6.6	Elect Mircea Gheorghe Dumitru Cosea as Interim Supervisory Board Member	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/20/2019	6.7	Elect Carmen Nina Crisu as Interim Supervisory Board Member	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	09/20/2019	7	Approve Term of Mandate for Interim Supervisory Board Members	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/20/2019		Management Proposals	Yes				
C.N.T.E.E. Transelectrica SA	09/20/2019	8	Approve Meeting's Record Date	No	For	For		For
C.N.T.E.E. Transelectrica SA	09/20/2019	9	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
C.N.T.E.E. Transelectrica SA	10/11/2019		Extraordinary Business	Yes				
C.N.T.E.E. Transelectrica SA	10/11/2019	1	Authorize Issuance of Shares with Preemptive Rights Up to RON 20.24 Million	No	For	For		For
C.N.T.E.E. Transelectrica SA	10/11/2019	2	Delegate Powers to Board to Implement Measures to Complete Capital Increase	No	For	For		For
C.N.T.E.E. Transelectrica SA	10/11/2019	3	Receive Supervisory Board's Semi-Annual Report	Yes				
C.N.T.E.E. Transelectrica SA	10/11/2019	4	Receive Information Re: Procurement of Products, Services, and Works over EUR 5 Million as of August 22, 2019	Yes				
C.N.T.E.E. Transelectrica SA	10/11/2019	5	Approve Meeting's Record Date and Ex-Date	No	For	For		For
C.N.T.E.E. Transelectrica SA	10/11/2019	6	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
C.N.T.E.E. Transelectrica SA	11/26/2019		Extraordinary Business	Yes				
C.N.T.E.E. Transelectrica SA	11/26/2019		Management Proposal	Yes				
C.N.T.E.E. Transelectrica SA	11/26/2019	1	Elect Supervisory Board Members - NO DRAFT RESOLUTION	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
C.N.T.E.E. Transelectrica SA	11/26/2019		Shareholder Proposals Submitted by the Romanian Government General Secretariat	Yes				
C.N.T.E.E. Transelectrica SA	11/26/2019	1^1	Elect Luiza Popescu as Interim Supervisory Board Member	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	11/26/2019	1^1	Elect Sebastian Burduja as Interim Supervisory Board Member	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	11/26/2019	1^1	Elect Jean Badea as Interim Supervisory Board Member	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	11/26/2019	1^1	Elect Jean-Valentin Comanescu as Interim Supervisory Board Member	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	11/26/2019	1^1	Elect Oleg Burlacu as Interim Supervisory Board Member	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	11/26/2019	1^1	Elect Adrian Goicea as Interim Supervisory Board Member	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	11/26/2019	1^1	Elect Manuela Petronela Stan-Olteanu as Interim Supervisory Board Member	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	11/26/2019	2	Approve Remuneration of Supervisory Board Members	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	11/26/2019		Management Proposals	Yes				
C.N.T.E.E. Transelectrica SA	11/26/2019	3	Approve Contract of Mandate for Supervisory Board Members	No	For	For		For
C.N.T.E.E. Transelectrica SA	11/26/2019	4	Approve Meeting's Record Date	No	For	For		For
C.N.T.E.E. Transelectrica SA	11/26/2019	5	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
C.N.T.E.E. Transelectrica SA	11/26/2019		Extraordinary Business	Yes				
C.N.T.E.E. Transelectrica SA	11/26/2019	1	Authorize Issuance of Shares with Preemptive Rights Up to RON 20.24 Million	No	For	For		For
C.N.T.E.E. Transelectrica SA	11/26/2019	2	Delegate Powers to Board to Implement Measures to Complete Capital Increase	No	For	For		For
C.N.T.E.E. Transelectrica SA	11/26/2019	3	Receive Information Re: Procurement of Products, Services, and Works over EUR 5 Million as of October 17, 2019	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
C.N.T.E.E. Transelectrica SA	11/26/2019	4	Approve Meeting's Record Date and Ex-Date	No	For	For		For
C.N.T.E.E. Transelectrica SA	11/26/2019	5	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
Cadila Healthcare Limited	08/09/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Cadila Healthcare Limited	08/09/2019	2	Approve Dividend	No	For	For		For
Cadila Healthcare Limited	08/09/2019	3	Reelect Mukesh M. Patel as Director	No	For	For		Against
Cadila Healthcare Limited	08/09/2019	4	Elect Bhadresh K. Shah as Director	No	For	For		For
Cadila Healthcare Limited	08/09/2019	5	Reelect Dharmishtaben N. Raval as Director	No	For	For		For
Cadila Healthcare Limited	08/09/2019	6	Approve Remuneration of Cost Auditors	No	For	For		For
Cadila Healthcare Limited	08/09/2019	7	Approve Shifting of Registered Office of the Company	No	For	For		For
Cal Bank Ltd.	12/05/2019	1	Elect Joseph Rexford Mensah as Director	No	For	For		For
Cal Bank Ltd.	12/05/2019	2	Elect Richard Arkutu as Director	No	For	For		For
Cal Bank Ltd.	12/05/2019	3	Elect Ben Gustave Barth as Director	No	For	For		For
Cal Bank Ltd.	12/05/2019	4	Elect Solomon Asamoah as Director	No	For	For		For
Cal Bank Ltd.	12/05/2019	5	Elect Cynthia Forson as Director	No	For	For		For
Cal Bank Ltd.	12/05/2019	6	Approve Retirement Benefits for Paarock VanPercy, Malcolm Dermott Pryor and Kobina Quansah	No	For	Against		Against
Canara Bank	07/25/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Canara Bank	07/25/2019	2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Canara Bank	11/23/2019		Postal Ballot	Yes				
Canara Bank	11/23/2019	1	Approve Issuance of Equity Shares to the Government of India on Preferential Basis	No	For	For		For
Cargills (Ceylon) Plc	07/25/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Cargills (Ceylon) Plc	07/25/2019	2	Approve Dividend	No	For	For		For
Cargills (Ceylon) Plc	07/25/2019	3a	Reelect J. C. Page as Director	No	For	Against		Against

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cargills (Ceylon) Plc	07/25/2019	3b	Ratify Appointment of Y. Kanagasabai as Director	No	For	For		For
Cargills (Ceylon) Plc	07/25/2019	3c	Ratify Appointment of Asoka Pieris as Director	No	For	For		For
Cargills (Ceylon) Plc	07/25/2019	3d	Reelect A. T. P. Edirisinghe as Director	No	For	For		For
Cargills (Ceylon) Plc	07/25/2019	3e	Reelect Sunil Mendis as Director	No	For	For		For
Cargills (Ceylon) Plc	07/25/2019	3f	Reelect E. A. D. Perera as Director	No	For	Against		Against
Cargills (Ceylon) Plc	07/25/2019	3g	Reelect Deva Rodrigo as Director	No	For	For		For
Cargills (Ceylon) Plc	07/25/2019	3	Approve Charitable Donations	No	For	Against		Against
Cargills (Ceylon) Plc	07/25/2019	4	Authorize Board to Fix Remuneration of the Auditors	No	For	For		For
Carthage Cement	10/11/2019		Extraordinary Business	Yes				
Carthage Cement	10/11/2019	1	Approve Proper Convening of Meeting	No	For	For		For
Carthage Cement	10/11/2019	2	Approve Maintenance of Company's Activity	No	For	For		For
Carthage Cement	10/11/2019	3	Approve Restructuring of Share Capital	No	For	For		For
Carthage Cement	10/11/2019	4	Authorize Filing of Required Documents and Other Formalities	No	For	For		For
CCC SA	09/26/2019	1	Open Meeting	Yes				
CCC SA	09/26/2019	2	Elect Meeting Chairman	No	For	For		For
CCC SA	09/26/2019	3	Acknowledge Proper Convening of Meeting	Yes				
CCC SA	09/26/2019	4	Approve Agenda of Meeting	No	For	For		For
CCC SA	09/26/2019	5	Amend Statute Re: Change Fiscal Year	No	For	For		For
CCC SA	09/26/2019	6	Close Meeting	Yes				
CG Power & Industrial Solutions Limited	12/14/2019	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
CG Power & Industrial Solutions Limited	12/14/2019	2	Approve that the Vacancy on the Board Not be Filled from the Retirement of Omkar Goswami	No	For	For		For
CG Power & Industrial Solutions Limited	12/14/2019	3	Approve Remuneration of Cost Auditors	No	For	For		For
CG Power & Industrial Solutions Limited	12/14/2019	4	Elect Sudhir Mathur as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
CG Power & Industrial Solutions Limited	12/14/2019	5	Elect Sudhir Mathur as Non-Executive Independent Director from October 1, 2018 up to May 9, 2019	No	For	For		For
CG Power & Industrial Solutions Limited	12/14/2019	6	Approve Appointment and Remuneration of Sudhir Mathur as Executive Director	No	For	For		For
CG Power & Industrial Solutions Limited	12/14/2019	7	Elect Narayan K Seshadri as Director	No	For	For		Against
CG Power & Industrial Solutions Limited	12/14/2019	8	Approve Increase in Borrowing Powers	No	For	For		For
Chimimport AD	08/23/2019	1	Approve Management Board Report on Company's Operations	No	For	For		For
Chimimport AD	08/23/2019	2	Approve Auditor's Report	No	For	For		For
Chimimport AD	08/23/2019	3	Approve Financial Statements	No	For	For		For
Chimimport AD	08/23/2019	4	Approve Consolidated Management Board Report on Company's Operations	No	For	For		For
Chimimport AD	08/23/2019	5	Approve Auditor's Report on Consolidated Financial Statements	No	For	For		For
Chimimport AD	08/23/2019	6	Approve Consolidated and Audited Financial Statements	No	For	For		For
Chimimport AD	08/23/2019	7	Approve Audit Commission Report	No	For	For		For
Chimimport AD	08/23/2019	8	Approve Report on Remuneration of Management and Supervisory Board Members	No	For	For		For
Chimimport AD	08/23/2019	9	Approve Allocation of Income and Dividends	No	For	For		For
Chimimport AD	08/23/2019	10	Approve Discharge of Management and Supervisory Board Members	No	For	For		For
Chimimport AD	08/23/2019	11	Ratify Grant Thornton as Auditor	No	For	For		For
China Communications Construction Company Limited	08/05/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Communications Construction Company Limited	08/05/2019	1	Approve Share Transfer, Capital Increase Agreement and Related Transactions	No	For	For		For
China Communications Construction Company Limited	11/15/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Communications Construction Company Limited	11/15/2019	1	Approve Grant of General Mandate to Repurchase H Shares	No	For	For		For
China Communications Construction Company Limited	11/15/2019		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
China Communications Construction Company Limited	11/15/2019	1	Approve Grant of General Mandate to Repurchase H Shares	No	For	For		For
China Dongxiang (Group) Co. Ltd.	08/08/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
China Dongxiang (Group) Co. Ltd.	08/08/2019	2a	Approve Final Dividend	No	For	For		For
China Dongxiang (Group) Co. Ltd.	08/08/2019	2b	Approve Special Dividend	No	For	For		For
China Dongxiang (Group) Co. Ltd.	08/08/2019	3a1	Elect Chen Chen as Director	No	For	For		Against
China Dongxiang (Group) Co. Ltd.	08/08/2019	3a2	Elect Chen Guogang as Director	No	For	For		For
China Dongxiang (Group) Co. Ltd.	08/08/2019	3a3	Elect Liu Xiaosong as Director	No	For	For		For
China Dongxiang (Group) Co. Ltd.	08/08/2019	3b	Authorize Board to Fix Remuneration of Directors	No	For	For		For
China Dongxiang (Group) Co. Ltd.	08/08/2019	4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
China Dongxiang (Group) Co. Ltd.	08/08/2019	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
China Dongxiang (Group) Co. Ltd.	08/08/2019	6	Authorize Repurchase of Issued Share Capital	No	For	For		For
China Dongxiang (Group) Co. Ltd.	08/08/2019	7	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
China Dongxiang (Group) Co., Ltd.	08/08/2019	1	Adopt 2019 Share Option Scheme	No	For	Against		Against
China Dongxiang (Group) Co., Ltd.	08/08/2019	2	Authorize Board to Deal With All Matters in Relation to the 2019 Share Option Scheme	No	For	Against		Against
China Eastern Airlines Corporation Limited	12/31/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Eastern Airlines Corporation Limited	12/31/2019	1	Amend Articles of Association	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	2	Amend Rules and Procedures Regarding General Meetings of Shareholders	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	3	Amend Rules and Procedures Regarding Meetings of Board of Supervisory Committee	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Eastern Airlines Corporation Limited	12/31/2019		APPROVE RESOLUTIONS IN RELATION TO THE DAILY CONNECTED TRANSACTIONS OF THE COMPANY FOR 2020-2022	Yes				
China Eastern Airlines Corporation Limited	12/31/2019	4.0	Approve Daily Connected Transactions on Financial Services of the Company	No	For	Against		Against
China Eastern Airlines Corporation Limited	12/31/2019	4.0	Approve Daily Connected Transactions on Import and Export Services of the Company	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	4.0	Approve Daily Connected Transactions on Flight Complementary Services of the Company	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	4.0	Approve Daily Connected Transactions on Catering Supply Services of the Company	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	4.0	Approve Daily Connected Transactions on Property Leasing Services of the Company	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	4.0	Approve Daily Connected Transactions on Advertising Agency Services of the Company	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	4.0	Approve Daily Connected Transactions on Aircraft Finance Lease Services of the Company	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	4.0	Approve Daily Connected Transactions on Aircraft and Aircraft Engine Operating Lease Services of the Company	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	4.0	Approve Daily Connected Transactions on Freight Logistics Support Services and Cargo Terminal Business Support Services of the Company	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	4.1	Approve Daily Connected Transactions on Bellyhold Space Services of the Company	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Eastern Airlines Corporation Limited	12/31/2019		ELECT DIRECTORS	Yes				
China Eastern Airlines Corporation Limited	12/31/2019	5.0	Elect Liu Shaoyong as Director	No	For	For		Against
China Eastern Airlines Corporation Limited	12/31/2019	5.0	Elect Li Yangmin as Director	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	5.0	Elect Tang Bing as Director	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	5.0	Elect Wang Junjin as Director	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019		ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS	Yes				
China Eastern Airlines Corporation Limited	12/31/2019	6.0	Elect Lin Wanli as Director	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	6.0	Elect Shao Ruiqing as Director	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	6.0	Elect Cai Hongping as Director	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	6.0	Elect Dong Xuebo as Director	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019		ELECT SUPERVISORS	Yes				
China Eastern Airlines Corporation Limited	12/31/2019	7.0	Elect Xi Sheng as Supervisor	No	For	For		For
China Eastern Airlines Corporation Limited	12/31/2019	7.0	Elect Fang Zhaoya as Supervisor	No	For	For		For
China Gas Holdings Limited	08/21/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
China Gas Holdings Limited	08/21/2019	2	Approve Final Dividend	No	For	For		For
China Gas Holdings Limited	08/21/2019	3a1	Elect Ma Jinlong as Director	No	For	For		Against
China Gas Holdings Limited	08/21/2019	3a2	Elect Li Ching as Director	No	For	For		Against
China Gas Holdings Limited	08/21/2019	3a3	Elect Jiang Xinhao as Director	No	For	For		Against
China Gas Holdings Limited	08/21/2019	3a4	Elect Mao Erwan as Director	No	For	For		For
China Gas Holdings Limited	08/21/2019	3b	Authorize Board to Fix Remuneration of Directors	No	For	For		For
China Gas Holdings Limited	08/21/2019	4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
China Gas Holdings Limited	08/21/2019	5	Authorize Repurchase of Issued Share Capital	No	For	For		For
China Gas Holdings Limited	08/21/2019	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
China Gas Holdings Limited	08/21/2019	7	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
China Gas Holdings Limited	08/21/2019	8	Approve Refreshment of Scheme Mandate Limit Under the Share Option Scheme	No	For	Against		Against
China International Marine Containers (Group) Co., L	11/25/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China International Marine Containers (Group) Co., Ltd.	11/25/2019	1	Approve Resolution Regarding the Matters Relating to Qianhai Land Preparation	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	11/25/2019	2	Approve Updates of the Credit Guarantee Provided by CIMC Vehicles (Group) Co., Ltd. and Its Holding Subsidiaries to their Distributors and Customers in 2019	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	11/25/2019	3	Approve Updates of the Credit Guarantee Provided by CIMC Enric Holdings Limited and Its Holding Subsidiaries to their Customers in 2019	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	11/25/2019	4	Approve Registration and Issuance of Private Placement Notes (PPN) by Shenzhen CIMC Skyspace Real Estate Development Co., Ltd.	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	11/25/2019	5	Approve Updates of the Financial Institutions Facility and Project Guarantee Provided to the Subsidiaries of the Company in 2019	No	For	Against		Against
China International Marine Containers (Group) Co., Ltd.	12/16/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China International Marine Containers (Group) Co., Ltd.	12/16/2019	1	Approve Continuing Connected Transaction/Ordinary Related-Party Transactions with Cosco Shipping Development Co., Ltd.	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	12/16/2019	2	Approve Acceptance and Provision of Financial Assistance of Connected/Related Party by the Controlling Subsidiaries of Shenzhen CIMC Skyspace Real Estate Development Co., Ltd.	No	For	For		For
China Life Insurance Company Limited	12/19/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Life Insurance Company Limited	12/19/2019	1	Elect Zhao Peng as Director	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Life Insurance Company Limited	12/19/2019	2	Amend Rules and Procedures Regarding Meetings of Board of Directors	No	For	For		For
China Life Insurance Company Limited	12/19/2019		RESOLUTIONS IN RELATION TO THE RENEWAL OF CONTINUING CONNECTED TRANSACTIONS WITH CHINA LIFE AMP ASSET MANAGEMENT CO., LTD.	Yes				
China Life Insurance Company Limited	12/19/2019	3.1	Approve Company Framework Agreement, Pension Company Framework Agreement, Annual Caps and Related Transactions	No	For	For		For
China Life Insurance Company Limited	12/19/2019	3.2	Approve CLIC Framework Agreement, CLP&C Framework Agreement, CLI Framework Agreement, Annual Caps and Related Transactions	No	For	For		For
China Life Insurance Company Limited	12/19/2019	4	Approve Renewal of the Framework Agreement for Daily Connected Transactions between the Company and China Guangfa Bank Co., Ltd.	No	For	For		For
China Life Insurance Company Limited	12/19/2019	5	Approve Amendments to Articles of Association	No	For	For		For
China Longyuan Power Group Corporation Limited	11/15/2019	1	Elect Sun Jinbiao as Director	No	For	For		Against
China Merchants Port Holdings Company Limited	10/28/2019	1	Approve Non-Acceptance of the Mandatory Unconditional Cash Offer to Acquire All the Issued H Shares in Dalian Port (PDA) Company Limited and Related Transactions	No	For	For		For
China Merchants Port Holdings Company Limited	10/28/2019	2	Elect Ge Lefu as Director	No	For	For		Against
China Molybdenum Co., Ltd.	12/27/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Molybdenum Co., Ltd.	12/27/2019	1	Approve Provision of Guarantee by the Company to Its Joint-Stock Company Huayue Nickel Cobalt	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Molybdenum Co., Ltd.	12/27/2019	2	Approve Provision of Financing Guarantee Among Direct or Indirect Wholly-Owned Subsidiaries of the Company	No	For	For		For
China Molybdenum Co., Ltd.	12/27/2019	3	Approve Provision of Supply Chain Financing Guarantee by by IXM, an Indirect Wholly-Owned Subsidiary of the Company, to Its Suppliers	No	For	For		For
China National Building Material Company Limited	12/09/2019	1	Elect Zhan Yanjing as Director and Authorize Board to Fix Her Remuneration	No	For	For		Against
China National Building Material Company Limited	12/09/2019	2	Approve Financial Services Framework Agreement, Provision of Deposit Services, the Caps of the Deposit Services and Related Transactions	No	For	Against		Against
China Oilfield Services Limited	12/18/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Oilfield Services Limited	12/18/2019	1	Approve Revision of the Annual Cap of the Continuing Connected Transactions of 2019 Under the Master Services Framework Agreement for 2017-2019	No	For	For		For
China Oilfield Services Limited	12/18/2019	2	Approve Annual Caps of the Continuing Connected Transactions for the Upcoming Three Years	No	For	For		For
China Oilfield Services Limited	12/18/2019	3	Approve US Dollar Loan by the Overseas Subsidiary and the Provision of Guarantee by the Company	No	For	For		For
China Oilfield Services Limited	12/18/2019	4	Approve Provision of Guarantee for the Issuance of US Dollar Bonds by an Overseas Subsidiary	No	For	For		For
China Oilfield Services Limited	12/18/2019	5	Approve Issuance of US Dollar Bonds by an Overseas Subsidiary in 2020	No	For	For		For
China Pacific Insurance (Group) Co., Ltd.	11/08/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Pacific Insurance (Group) Co., Ltd.	11/08/2019	1	Approve Issuance and Admission of GDRs	No	For	For		For
China Pacific Insurance (Group) Co., Ltd.	11/08/2019	2	Approve Validity Period of the Resolutions in Respect of the Issuance and Admission of GDRs	No	For	For		For
China Pacific Insurance (Group) Co., Ltd.	11/08/2019	3	Authorize Board to Deal with All Matters in Relation to the Issuance and Admission of GDRs	No	For	For		For
China Pacific Insurance (Group) Co., Ltd.	11/08/2019	4	Approve Distribution of Accumulated Profits Prior to the Issuance and Admission of GDRs	No	For	For		For
China Pacific Insurance (Group) Co., Ltd.	11/08/2019	5	Approve Plan for the Use of Proceeds from the Issuance and Admission of GDRs	No	For	For		For
China Pacific Insurance (Group) Co., Ltd.	11/08/2019	6	Approve Purchase of Prospectus Liability Insurance for Directors, Supervisors and Senior Management Members	No	For	For		For
China Railway Construction Corporation Limited	12/18/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Railway Construction Corporation Limited	12/18/2019	1	Approve Amendments to Articles of Association	No	For	For		For
China Railway Group Limited	10/30/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Railway Group Limited	10/30/2019	1	Elect Chen Yun as Director	No	For	For		For
China Railway Group Limited	10/30/2019	2	Amend Rules and Procedures Regarding Meetings of Board of Supervisory Committee	No	For	For		For
China Railway Group Limited	10/30/2019	3	Amend Articles of Association	No	For	For		For
China Southern Airlines Company Limited	12/27/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Southern Airlines Company Limited	12/27/2019	1	Approve Financial Services Framework Agreement Entered into Between the Company and Southern Airlines Group Finance Company Limited	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Southern Airlines Company Limited	12/27/2019	2	Approve 2020-2022 Finance and Lease Service Framework Agreement Entered into Between the Company and China Southern Air Leasing Company Limited	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	3	Approve Satisfaction of the Conditions of the Non-Public Issue of A Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	4	Approve Feasibility Report on the Use of Proceeds from the Non-Public Issue of A Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	5	Approve Impacts of Dilution of Current Returns of the Non-Public Issue of Shares and the Remedial Returns Measures and the Undertakings from Controlling Shareholder, Directors and Senior Management on the Relevant Measures	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	6	Approve Plan of Shareholders' Return of China Southern Airlines Company Limited (2020-2022)	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	7	Approve Report on Use of Proceeds from Previous Fund Raising Activities	No	For	For		For
China Southern Airlines Company Limited	12/27/2019		RESOLUTIONS IN RELATION TO THE PROPOSAL OF THE NON-PUBLIC ISSUE OF A SHARES OF THE COMPANY	Yes				
China Southern Airlines Company Limited	12/27/2019	8.0	Approve Types of Shares to be Issued and the Par Value	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	8.0	Approve Issue Method and Period	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	8.0	Approve Targeted Subscriber and Subscription Method	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	8.0	Approve Issue Price	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	8.0	Approve Number of Shares to be Issued	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	8.0	Approve Lock-up Period	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Southern Airlines Company Limited	12/27/2019	8.0	Approve Proceeds Raised and the Use of Proceeds	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	8.0	Approve Place of Listing	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	8.0	Approve Arrangement for the Distribution of Undistributed Profits Accumulated Before the Non-Public Issue of A Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	8.1	Approve Validity Period of this Resolution Regarding the Non-Public Issuance of A Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019		RESOLUTIONS IN RELATION TO THE PROPOSAL OF THE NON-PUBLIC ISSUE OF H SHARES OF THE COMPANY	Yes				
China Southern Airlines Company Limited	12/27/2019	9.0	Approve Types of Shares to be Issued and the Par Value	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	9.0	Approve Issue Method and Period	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	9.0	Approve Targeted Subscriber and Subscription Method	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	9.0	Approve Issue Price	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	9.0	Approve Issue Size and Number of Shares to be Issued	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	9.0	Approve Lock-up Period	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	9.0	Approve Use of Proceeds	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	9.0	Approve Listing Arrangement	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	9.0	Approve Arrangement for the Distribution of Undistributed Profits Accumulated Before the Non-Public Issue of H Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	9.1	Approve Validity Period of this Resolution Regarding the Non-Public Issuance of H Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	10	Approve Preliminary Proposal of the Non-Public Issue of A Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	11	Approve Connected Transactions Involved in the Non-Public Issue of A Shares	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Southern Airlines Company Limited	12/27/2019	12	Approve Connected Transactions Involved in the Non-Public Issue of H Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	13	Approve Conditional Subscription Agreement Relating to the Subscription of the A Shares Under the Non-Public Issue of A Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	14	Approve Conditional Subscription Agreement Relating to the Subscription of the H Shares Under the Non-Public Issue of H Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	15	Approve Amendments to Articles of Association	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	16	Authorize Board to Deal with All Matters Relating to the Non-Public Issue of A Shares and the Non-Public Issue of H Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
China Southern Airlines Company Limited	12/27/2019		RESOLUTIONS IN RELATION TO THE PROPOSAL OF THE NON-PUBLIC ISSUE OF A SHARES OF THE COMPANY	Yes				
China Southern Airlines Company Limited	12/27/2019	1.0	Approve Types of Shares to be Issued and the Par Value	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	1.0	Approve Issue Method and Period	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	1.0	Approve Targeted Subscriber and Subscription Method	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	1.0	Approve Issue Price	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	1.0	Approve Number of Shares to be Issued	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	1.0	Approve Lock-up Period	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	1.0	Approve Proceeds Raised and the Use of Proceeds	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	1.0	Approve Place of Listing	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Southern Airlines Company Limited	12/27/2019	1.0	Approve Arrangement for the Distribution of Undistributed Profits Accumulated Before the Non-Public Issue of A Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	1.1	Approve Validity Period of this Resolution Regarding the Non-Public Issuance of A Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	2	Approve Preliminary Proposal of the Non-Public Issue of A Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	3	Approve Connected Transactions Involved in the Non-Public Issue of A Shares	No	For	For		For
China Southern Airlines Company Limited	12/27/2019	4	Approve Conditional Subscription Agreement Relating to the Subscription of the A Shares Under the Non-Public Issue of A Shares	No	For	For		For
China State Construction International Holdings Limited	08/09/2019	1	Approve Framework Agreement, Annual Caps and Related Transactions	No	For	For		For
China Telecom Corporation Limited	08/19/2019	1	Elect Liu Guiqing as Director, Authorize Board to Execute a Service Contract with Him and Authorize Board to Fix Director's Remuneration	No	For	For		Against
China Telecom Corporation Limited	08/19/2019	2	Elect Wang Guoquan as Director, Authorize Board to Execute a Service Contract with Him and Authorize Board to Fix Director's Remuneration	No	For	For		Against
China Telecom Corporation Limited	08/19/2019	3	Approve Amendments to Articles of Association	No	For	For		For
China Travel International Investment Hong Kong Limited	11/29/2019	1	Approve the 2019 Financial Services Supplemental Agreement, Revised Deposit Caps and Related Transactions	No	For	Against		Against
China Travel International Investment Hong Kong Limited	11/29/2019	2	Elect Song Dawei as Director	No	For	For		For
Choppies Enterprises Ltd.	09/04/2019		Ordinary Business	Yes				
Choppies Enterprises Ltd.	09/04/2019	1	Reelect Farouk Ismail as Director	No	For	Against		Against
Choppies Enterprises Ltd.	09/04/2019	2	Reelect Wilfred Mpai as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Choppies Enterprises Ltd.	09/04/2019	3	Reelect Dorcas Kgosietsile as Director	No	For	Against		Against
Choppies Enterprises Ltd.	09/04/2019	4	Reelect Ronald Tamale as Director	No	For	For		For
Choppies Enterprises Ltd.	09/04/2019	5	Reelect Heinrich Stander as Director	No	For	For		For
Choppies Enterprises Ltd.	09/04/2019	6	Reelect Ramachandran Ottapathu as Director	No	For	Against		Against
Choppies Enterprises Ltd.	09/04/2019	7	Elect Goleele Mosinyi as Director	No	For	For		For
Choppies Enterprises Ltd.	09/04/2019	8	Elect Kenny Nwosu as Director	No	For	For		For
Choppies Enterprises Ltd.	09/04/2019	9	Elect Oabona Michael Kgengwenyane as Director	No	For	For		For
Choppies Enterprises Ltd.	09/04/2019	10	Elect Tom Pritchard as Director	No	For	For		For
Choppies Enterprises Ltd.	09/04/2019	11	Elect Carol-Jean Harward as Director	No	For	For		For
Ciech SA	08/22/2019	1	Open Meeting	Yes				
Ciech SA	08/22/2019	2	Elect Meeting Chairman	No	For	For		For
Ciech SA	08/22/2019	3	Acknowledge Proper Convening of Meeting	Yes				
Ciech SA	08/22/2019	4	Approve Agenda of Meeting	No	For	For		For
Ciech SA	08/22/2019	5	Receive Management Board Report on Company's, Group's Operations, and Non-Financial Information	Yes				
Ciech SA	08/22/2019	6	Receive Financial Statements	Yes				
Ciech SA	08/22/2019	7	Receive Consolidated Financial Statements	Yes				
Ciech SA	08/22/2019	8	Receive Supervisory Board Reports	Yes				
Ciech SA	08/22/2019	9	Approve Management Board Report on Company's, Group's Operations, and Non-Financial Information	No	For	For		For
Ciech SA	08/22/2019	10	Approve Financial Statements	No	For	For		For
Ciech SA	08/22/2019	11	Approve Consolidated Financial Statements	No	For	For		For
Ciech SA	08/22/2019	12	Approve Supervisory Board Reports	No	For	For		For
Ciech SA	08/22/2019	13	Approve Allocation of Income	No	For	For		For
Ciech SA	08/22/2019	14.	Approve Discharge of Dawid Jakubowicz (CEO)	No	For	For		For
Ciech SA	08/22/2019	14.	Approve Discharge of Artur Osuchowski (Management Board Member)	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Ciech SA	08/22/2019	14.	Approve Discharge of Miroslaw Skowron (Management Board Member)	No	For	For		For
Ciech SA	08/22/2019	14.	Approve Discharge of Maciej Tybura (Management Board Member)	No	For	For		For
Ciech SA	08/22/2019	14.	Approve Discharge of Artur Krol (Management Board Member)	No	For	For		For
Ciech SA	08/22/2019	14.	Approve Discharge of Krzysztof Szlaga (Management Board Member)	No	For	For		For
Ciech SA	08/22/2019	15.	Approve Discharge of Sebastian Kulczyk (Supervisory Board Chairman)	No	For	For		For
Ciech SA	08/22/2019	15.	Approve Discharge of Tomasz Mikolajczak (Supervisory Board Member)	No	For	For		For
Ciech SA	08/22/2019	15.	Approve Discharge of Dominik Libicki (Supervisory Board Member)	No	For	For		For
Ciech SA	08/22/2019	15.	Approve Discharge of Mariusz Nowak (Supervisory Board Member)	No	For	For		For
Ciech SA	08/22/2019	15.	Approve Discharge of Piotr Augustyniak (Supervisory Board Member)	No	For	For		For
Ciech SA	08/22/2019	15.	Approve Discharge of Artur Olech (Supervisory Board Member)	No	For	For		For
Ciech SA	08/22/2019	15.	Approve Discharge of Dawid Jakubowicz (Supervisory Board Member)	No	For	For		For
Ciech SA	08/22/2019	16	Close Meeting	Yes				
CIEL Limited	12/20/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
CIEL Limited	12/20/2019	2	Elect Marc Ladreit de Lacharriere as Director	No	For	For		For
CIEL Limited	12/20/2019	3	Elect Xavier Thieblin as Director	No	For	Against		Against
CIEL Limited	12/20/2019	4	Elect P. A. Guillaume Dalais as Director	No	For	For		For
CIEL Limited	12/20/2019	5	Re-elect P. Arnaud Dalais as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
CIEL Limited	12/20/2019	6	Re-elect Sebastien Coquard as Director	No	For	For		For
CIEL Limited	12/20/2019	7	Re-elect Jean-Pierre Dalais as Director	No	For	For		For
CIEL Limited	12/20/2019	8	Re-elect Marc Dalais as Director	No	For	For		For
CIEL Limited	12/20/2019	9	Re-elect R. Thierry Dalais as Director	No	For	Against		Against
CIEL Limited	12/20/2019	10	Re-elect Pierre Danon as Director	No	For	For		For
CIEL Limited	12/20/2019	11	Re-elect L. J. Jerome De Chasteauneuf as Director	No	For	For		For
CIEL Limited	12/20/2019	12	Re-elect Roger Espitalier Noel as Director	No	For	For		For
CIEL Limited	12/20/2019	13	Re-elect M. A Louis Guimbeau as Director	No	For	Against		Against
CIEL Limited	12/20/2019	14	Re-elect J. Harold Mayer as Director	No	For	For		For
CIEL Limited	12/20/2019	15	Re-elect Catherine McIlraith as Director	No	For	For		For
CIEL Limited	12/20/2019	16	Re-elect Jean-Louis Savoye as Director	No	For	For		For
CIEL Limited	12/20/2019	17	Approve PricewaterhouseCoopers Ltd as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
CIEL Limited	12/20/2019	18	Ratify the Remuneration Paid to Auditors for FY 2019	No	For	For		For
CIEL Limited	12/20/2019	19	Approve Multicurrency Note Programme	No	For	For		For
Cim Financial Services Ltd.	09/30/2019	1	Approve Medium Term Note Programme	No	For	For		For
Cim Financial Services Ltd.	09/30/2019	2	Approve Private Placement of Notes Issued under the Medium Term Note Programme	No	For	For		For
Cim Financial Services Ltd.	09/30/2019	3	Authorize Board to Determine Terms and Conditions of Issuance of Notes	No	For	For		For
Cim Financial Services Ltd.	09/30/2019	4.1	Authorize Company Secretary to Ratify and Execute Approved Resolutions	No	For	For		For
Cim Financial Services Ltd.	09/30/2019	4.2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cim Financial Services Ltd.	09/30/2019	4.3	Authorize Board and Company Secretary to Ratify and Execute Approved Resolutions	No	For	For		For
Cinkarna Celje dd	12/23/2019	1	Open Meeting; Verify Quorum; Elect Meeting Officials	No	For	For		For
Cinkarna Celje dd	12/23/2019	2	Approve Information on Resignation of Borut Jamnik from Supervisory Board; Elect Franjo Bobinac as Supervisory Board Member	No	For	Against		Against
Cipla Ltd.	08/16/2019	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Cipla Ltd.	08/16/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Cipla Ltd.	08/16/2019	3	Approve Final Dividend	No	For	For		For
Cipla Ltd.	08/16/2019	4	Reelect Umang Vohra as Director	No	For	For		For
Cipla Ltd.	08/16/2019	5	Reelect Ashok Sinha as Director	No	For	For		For
Cipla Ltd.	08/16/2019	6	Reelect Peter Mugenyi as Director	No	For	For		For
Cipla Ltd.	08/16/2019	7	Reelect Adil Zainulbhai as Director	No	For	For		For
Cipla Ltd.	08/16/2019	8	Reelect Punita Lal as Director	No	For	For		For
Cipla Ltd.	08/16/2019	9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Cipla Ltd.	08/16/2019	10	Approve Remuneration of Cost Auditors	No	For	For		For
CITIC Securities Co., Ltd.	12/31/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
CITIC Securities Co., Ltd.	12/31/2019		ORDINARY RESOLUTIONS	Yes				
CITIC Securities Co., Ltd.	12/31/2019		ELECT DIRECTORS	Yes				
CITIC Securities Co., Ltd.	12/31/2019	1.0	Elect Zhang Youjun as Director	No	For	For		Against
CITIC Securities Co., Ltd.	12/31/2019	1.0	Elect Yang Minghui as Director	No	For	For		For
CITIC Securities Co., Ltd.	12/31/2019	1.0	Elect Liu Ke as Director	No	For	Against		Against
CITIC Securities Co., Ltd.	12/31/2019	1.0	Elect Liu Shouying as Director	No	For	For		For
CITIC Securities Co., Ltd.	12/31/2019	1.0	Elect He Jia as Director	No	For	Against		Against
CITIC Securities Co., Ltd.	12/31/2019	1.0	Elect Zhou Zhonghui as Director	No	For	For		For
CITIC Securities Co., Ltd.	12/31/2019		ELECT SUPERVISORS	Yes				
CITIC Securities Co., Ltd.	12/31/2019	2.0	Elect Guo Zhao as Supervisor	No	For	For		For
CITIC Securities Co., Ltd.	12/31/2019	2.0	Elect Rao Geping as Supervisor	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
CITIC Securities Co., Ltd.	12/31/2019	4	Approve Proposed Renewal of Securities and Financial Products Transactions, Services Framework Agreement, the Proposed Annual Caps, and Related Transactions	No	For	For		For
CITIC Securities Co., Ltd.	12/31/2019		SPECIAL RESOLUTION	Yes				
CITIC Securities Co., Ltd.	12/31/2019	3	Amend Articles of Association	No	For	For		For
CNOOC Limited	11/21/2019	1	Approve Non-exempt Continuing Connected Transactions	No	For	For		For
CNOOC Limited	11/21/2019	2	Approve Proposed Caps for Each Category of the Non-exempt Continuing Connected Transactions	No	For	For		For
Coal India Limited	08/21/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Coal India Limited	08/21/2019	2	Approve First and Second Interim Dividend as Final Dividend	No	For	For		For
Coal India Limited	08/21/2019	3	Reelect Reena Sinha Puri as Director	No	For	For		Against
Coal India Limited	08/21/2019	4	Elect Loretta M. Vas as Director	No	For	For		For
Coal India Limited	08/21/2019	5	Elect S. B. Agnihotri as Director	No	For	For		For
Coal India Limited	08/21/2019	6	Elect D.C. Panigrahi as Director	No	For	For		For
Coal India Limited	08/21/2019	7	Elect Khanindra Pathak as Director	No	For	For		For
Coal India Limited	08/21/2019	8	Elect Vinod Jain as Director	No	For	For		For
Coal India Limited	08/21/2019	9	Approve Remuneration of Cost Auditors	No	For	For		For
Coal India Limited	08/21/2019	10	Elect Sanjiv Soni as Director	No	For	For		For
Colgate-Palmolive (India) Limited	08/28/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Colgate-Palmolive (India) Limited	08/28/2019	2	Reelect Chandrasekar Meenakshi Sundaram as Director	No	For	For		For
Colgate-Palmolive (India) Limited	08/28/2019	3	Approve Commission to Independent Directors	No	For	For		For
Colgate-Palmolive (India) Limited	08/28/2019	4	Approve Appointment and Remuneration of Ram Raghavan as Managing Director	No	For	For		For
Colgate-Palmolive (India) Ltd.	07/04/2019		Postal Ballot	Yes				
Colgate-Palmolive (India) Ltd.	07/04/2019	1	Reelect Vikram Singh Mehta as Director	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Colgate-Palmolive (India) Ltd.	07/04/2019	2	Reelect Indu Ranjit Shahani as Director	No	For	Against		Against
Colgate-Palmolive (India) Ltd.	07/04/2019	3	Approve Rajendra Ambalal Shah to Continue Office as Independent Director	No	For	Against		Against
Colgate-Palmolive (India) Ltd.	07/04/2019	4	Approve Pradyot Kumar Ghosh to Continue Office as Independent Director	No	For	For		For
Colgate-Palmolive (India) Ltd.	07/04/2019	5	Approve Payment of Royalty to Colgate-Palmolive Company, USA	No	For	For		For
Concentradora Fibra Danhos SA de CV	07/05/2019		Meeting for Holders of REITs - ISIN MXCFDA020005	Yes				
Concentradora Fibra Danhos SA de CV	07/05/2019	1	Open Meeting	No	For	For		For
Concentradora Fibra Danhos SA de CV	07/05/2019	2	Ratify Resolutions in Items 4 and 5 of Agenda Approved by Meeting of Holders on March 29, 2019; Approve Date to Take Effect Resolutions in Item 5 of Agenda Approved by Meeting of Holders on March 29, 2019	No	For	For		For
Concentradora Fibra Danhos SA de CV	07/05/2019	3	Approve Cancellation of 7.27 Million Real Estate Trust Certificates; Authorize any Necessary Actions and Documents in Connection with Cancellation of Real Estate Trust Certificates	No	For	For		For
Concentradora Fibra Danhos SA de CV	07/05/2019	4	Approve Issuance of 16.41 Million Real Estate Trust Certificates; Authorize any Necessary Actions and Documents in Connection with Issuance of Real Estate Trust Certificates	No	For	For		For
Concentradora Fibra Danhos SA de CV	07/05/2019	5	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Container Corporation of India Ltd.	08/27/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Container Corporation of India Ltd.	08/27/2019	2	Approve Final Dividend	No	For	For		For
Container Corporation of India Ltd.	08/27/2019	3	Reelect V. Kalyana Rama as Director	No	For	For		Against

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Container Corporation of India Ltd.	08/27/2019	4	Reelect Sanjay Bajpai as Director	No	For	Against		Against
Container Corporation of India Ltd.	08/27/2019	5	Approve Arun K Agarwal & Associates, Chartered Accountants, New Delhi as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Container Corporation of India Ltd.	08/27/2019	6	Elect Manoj Kumar Dubey as Director	No	For	For		For
Container Corporation of India Ltd.	08/27/2019	7	Elect Jayasankar M.K. as Director	No	For	For		For
Container Corporation of India Ltd.	08/27/2019	8	Reelect Kamlesh Shivji Vikamsey as Director	No	For	Against		Against
Container Corporation of India Ltd.	08/27/2019	9	Reelect Sanjeev S. Shah as Director	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	08/20/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
COSCO SHIPPING Development Co., Ltd.	08/20/2019	1	Approve Proposed Revised Annual Cap	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	08/20/2019		RESOLUTIONS IN RELATION TO THE ELECTION OF EXECUTIVE DIRECTORS AND NON-EXECUTIVE DIRECTORS	Yes				
COSCO SHIPPING Development Co., Ltd.	08/20/2019	2a	Elect Wang Daxiong as Director	No	For	For		Against
COSCO SHIPPING Development Co., Ltd.	08/20/2019	2b	Elect Liu Chong as Director	No	For	For		Against
COSCO SHIPPING Development Co., Ltd.	08/20/2019	2c	Elect Xu Hui as Director	No	For	For		Against
COSCO SHIPPING Development Co., Ltd.	08/20/2019	2d	Elect Feng Boming as Director	No	For	For		Against
COSCO SHIPPING Development Co., Ltd.	08/20/2019	2e	Elect Huang Jian as Director	No	For	For		Against
COSCO SHIPPING Development Co., Ltd.	08/20/2019	2f	Elect Liang Yanfeng as Director	No	For	For		Against
COSCO SHIPPING Development Co., Ltd.	08/20/2019		RESOLUTIONS IN RELATION TO THE ELECTION OF INDEPENDENT NON-EXECUTIVE DIRECTORS	Yes				
COSCO SHIPPING Development Co., Ltd.	08/20/2019	3a	Elect Cai Hongping as Director	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	08/20/2019	3b	Elect Hai Chi Yuet as Director	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	08/20/2019	3c	Elect Graeme Jack as Director	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	08/20/2019	3d	Elect Lu Jianzhong as Director	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	08/20/2019	3e	Elect Zhang Weihua as Director	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	08/20/2019		RESOLUTIONS IN RELATION TO THE ELECTION OF SUPERVISORS	Yes				
COSCO SHIPPING Development Co., Ltd.	08/20/2019	4a	Elect Ye Hongjun as Supervisor	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	08/20/2019	4b	Elect Hao Wenyi as Supervisor	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/23/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
COSCO SHIPPING Development Co., Ltd.	12/23/2019		RESOLUTIONS IN RELATION TO THE RELEVANT CONTINUING CONNECTED TRANSACTIONS	Yes				
COSCO SHIPPING Development Co., Ltd.	12/23/2019	1.1	Approve Renewal of the Term of the Master Vessel Charter Agreement, Proposed Annual Caps and Related Transactions	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/23/2019	1.2	Approve Renewal of the Term of the Master Operating Lease Services Agreement, Proposed Annual Caps and Related Transactions	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/23/2019	1.3	Approve Renewal of the Term of the Master Finance Lease Services Agreement, Proposed Annual Caps and Related Transactions	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/23/2019	1.4	Approve Renewal of the Term of the Master Vessel Services Agreement, Proposed Annual Caps and Related Transactions	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/23/2019	1.5	Approve Renewal of the Term of the Master Containers Services Agreement, Provision of Container and Other Ancillary Services by the CS Development Group to the COSCO SHIPPING Group, Proposed Annual Caps and Related Transactions	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/23/2019	1.6	Approve Renewal of the Term of the Master Containers Services Agreement, Provision of Container and Other Ancillary Services by the COSCO SHIPPING Group to the CS Development Group, Proposed Annual Caps and Related Transactions	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
COSCO SHIPPING Development Co., Ltd.	12/23/2019	1.7	Approve Master Financial Services Agreement, Provision of Deposit Services, Proposed Annual Caps and Related Transactions	No	For	Against		Against
COSCO SHIPPING Development Co., Ltd.	12/23/2019	1.8	Approve Renewal of the Term of the Master Factoring Services Agreement, Proposed Annual Caps and Related Transactions	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/23/2019	2	Approve New Commodities Supply Framework Agreement and Related Transactions	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/23/2019	3	Amend Articles of Association	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/23/2019	4	Amend Rules and Procedures Regarding General Meetings of Shareholders	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	1	Approve Price Determination Date, Issue Price and Pricing Principles in Respect of the Proposed Non-Public Issuance of A Shares	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	2	Approve Proposed Non-Public Issuance of A Shares (2nd Amendment)	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	3	Approve Supplemental Agreement Between the Company and COSCO Shipping	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	4	Approve Remedial Measures Regarding Dilution on Current Returns by the Proposed Non-Public Issuance of A Shares	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	5	Approve White Wash Waiver	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	6	Approve Specific Mandate	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	7	Approve Transactions Contemplated Under the Proposed Non-Public Issuance of A Shares which Constitute a Special Deal Under Rule 25 of the Takeovers Code	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	1	Approve Price Determination Date, Issue Price and Pricing Principles in Respect of the Proposed Non-Public Issuance of A Shares	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	2	Approve Proposed Non-Public Issuance of A Shares (2nd Amendment)	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	3	Approve Supplemental Agreement Between the Company and COSCO Shipping	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	4	Approve Specific Mandate	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	07/26/2019	5	Approve Transactions Contemplated Under the Proposed Non-Public Issuance of A Shares which Constitute a Special Deal Under Rule 25 of the Takeovers Code	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	12/17/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
COSCO SHIPPING Energy Transportation Co., Ltd.	12/17/2019	1	Approve Amendments to Articles of Association	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	12/17/2019	2	Amend Rules and Procedures Regarding General Meetings of Shareholders	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	12/17/2019	3	Amend Rules and Procedures Regarding Meetings of Board of Directors	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	12/17/2019	4	Amend Rules and Procedures Regarding Meetings of the Supervisory Committee	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	12/17/2019	5	Approve Extension of the Validity Period of the Shareholders' Resolutions in Relation to the Proposed Non-Public Issuance of A Shares	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
COSCO SHIPPING Energy Transportation Co., Ltd.	12/17/2019	6	Approve Extension of the Validity Period of the Authorization Granted to the Board to Deal With All Matters in Relation to the Non-Public Issuance of A Shares	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	12/17/2019		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
COSCO SHIPPING Energy Transportation Co., Ltd.	12/17/2019	1	Approve Extension of the Validity Period of the Shareholders' Resolutions in Relation to the Proposed Non-Public Issuance of A Shares	No	For	For		For
COSCO SHIPPING Energy Transportation Co., Ltd.	12/17/2019	2	Approve Extension of the Validity Period of the Authorization Granted to the Board to Deal With All Matters in Relation to the Non-Public Issuance of A Shares	No	For	For		For
COSCO SHIPPING Holdings Co., Ltd.	10/09/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
COSCO SHIPPING Holdings Co., Ltd.	10/09/2019	1	Approve Consortium Agreement, ST Acquisition and Related Transactions	Yes				
COSCO SHIPPING Holdings Co., Ltd.	10/09/2019		ELECT DIRECTORS VIA CUMULATIVE VOTING	Yes				
COSCO SHIPPING Holdings Co., Ltd.	10/09/2019	2.1	Elect Yang Zhijian as Director	No	For	For		Against
COSCO SHIPPING Holdings Co., Ltd.	10/09/2019	2.2	Elect Feng Boming as Director	No	For	For		Against
COSCO SHIPPING Holdings Co., Ltd.	12/20/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
COSCO SHIPPING Holdings Co., Ltd.	12/20/2019	1.1	Approve the Financial Services Agreement Entered into by the Company and ChinaCOSCO Shipping Corporation Limited and Proposed Annual Caps	No	For	Against		Against
COSCO SHIPPING Holdings Co., Ltd.	12/20/2019	1.2	Approve the Master General Services Agreement Entered into by the Company and ChinaCOSCO Shipping Corporation Limited and Proposed Annual Caps	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
COSCO SHIPPING Holdings Co., Ltd.	12/20/2019	1.3	Approve the Master Shipping Services Agreement Entered into by the Company and China COSCO Shipping Corporation Limited and Proposed Annual Caps	No	For	For		For
COSCO SHIPPING Holdings Co., Ltd.	12/20/2019	1.4	Approve the Master Port Services Agreement Entered into by the Company and China COSCO Shipping Corporation Limited and Proposed Annual Caps	No	For	For		For
COSCO SHIPPING Holdings Co., Ltd.	12/20/2019	1.5	Approve the Master Vessel and Container Asset Services Agreement Entered into by the Company and China COSCO Shipping Corporation Limited and Proposed Annual Caps	No	For	For		For
COSCO SHIPPING Holdings Co., Ltd.	12/20/2019	1.6	Approve the Trademark Licence Agreement Entered into by the Company and China COSCO Shipping Corporation Limited and Proposed Annual Caps	No	For	For		For
COSCO SHIPPING Holdings Co., Ltd.	12/20/2019	2	Approve the Master Shipping and Terminal Services Agreement Entered into by the Company and Pacific International Lines Pte Ltd and Proposed Annual Caps	No	For	For		For
COSCO SHIPPING Holdings Co., Ltd.	12/20/2019	3.1	Approve the Shipping and Terminal Services Framework Agreement Entered into by the Company and Shanghai International Port (Group) Co., Ltd. on February 27, 2019 and the Proposed Annual Cap for the Financial Year Ending December 31, 2019	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
COSCO SHIPPING Holdings Co., Ltd.	12/20/2019	3.2	Approve the Shipping and Terminal Services Framework Agreement Entered into by the Company and Shanghai International Port (Group) Co., Ltd. on October 30, 2019 and the Proposed Annual Caps for the Three Financial Years Ending December 31, 2022	No	For	For		For
COSCO SHIPPING Holdings Co., Ltd.	12/20/2019	4	Approve the Shipping and Terminal Services Framework Agreement Entered into by the Company and Qingdao Port International Co., Ltd and Proposed Annual Caps	No	For	For		For
COSCO SHIPPING Ports Limited	10/08/2019	1	Approve Consortium Agreement and Related Transactions	No	For	Against		Against
COSCO SHIPPING Ports Limited	10/08/2019	2	Elect Zhang Dayu as Director	No	For	For		Against
COSCO SHIPPING Ports Limited	12/10/2019	1	Approve the New Financial Services Master Agreement and the Deposit Transactions, the Proposed Annual Cap Amounts and Related Transactions	No	For	Against		Against
Costamare Inc.	10/03/2019	1a	Elect Director Konstantinos Konstantakopoulos	No	For	Against		Against
Costamare Inc.	10/03/2019	1b	Elect Director Charlotte Stratos	No	For	For		For
Costamare Inc.	10/03/2019	2	Ratify Ernst & Young (Hellas) Certified Auditors Accountants S.A. as Auditors	No	For	For		Against
Country Garden Services Holdings Company Limited	11/07/2019	1	Approve Proposed Amendment to Terms of the Share Option Scheme	No	For	Against		Against
Cresud SA	10/30/2019		Meeting for ADR Holders	Yes				
Cresud SA	10/30/2019		Ordinary and Extraordinary Meeting Agenda - Items 12, 13 and 14 are Extraordinary	Yes				
Cresud SA	10/30/2019	1	Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
Cresud SA	10/30/2019	2	Consider Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cresud SA	10/30/2019	3	Approve Treatment of Net Loss of ARS 18.88 Billion; Decrease Special Reserve to Absorb Losses	No	For	For		For
Cresud SA	10/30/2019	4	Consider Discharge of Directors	No	For	For		For
Cresud SA	10/30/2019	5	Consider Discharge of Internal Statutory Auditors Committee (Comision Fiscalizadora)	No	For	For		For
Cresud SA	10/30/2019	6	Consider Remuneration of Directors in the Amount of ARS 42.12 Million	No	For	For		For
Cresud SA	10/30/2019	7	Consider Remuneration of Internal Statutory Auditors Committee (Comision Fiscalizadora) in the Amount of ARS 1.26 Million	No	For	For		For
Cresud SA	10/30/2019	8	Fix Number of and Elect Directors and Alternates for Three-Year Term	No	For	Against		Against
Cresud SA	10/30/2019	9	Elect Principal and Alternate Members of Internal Statutory Auditors Committee (Comision Fiscalizadora) for One-Year Term	No	For	For		For
Cresud SA	10/30/2019	10	Appoint Auditors for Next Fiscal Year	No	For	For		For
Cresud SA	10/30/2019	11	Approve Remuneration of Auditors in the Amount of ARS 11.18 Million	No	For	For		For
Cresud SA	10/30/2019	12	Consider Budget of Audit Committee and Compliance and Corporate Governance Program	No	For	For		For
Cresud SA	10/30/2019	13	Approve Distribution of up to 13 Million Treasury Shares to Shareholders	No	For	For		For
Cresud SA	10/30/2019	14	Authorize Capital Increase via Issuance of up to 180 Million Shares, Convertible Bonds and or Warrants with Preemptive Rights	No	For	For		For
Cresud SA	10/30/2019	15	Authorize Board to Set Terms and Conditions of Issuance of Convertible Bonds and or Warrants with Preemptive Rights	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cresud SA	10/30/2019	16	Approve Incentive Plan for Employees, Management and Directors	No	For	Against		Against
Cresud SA	10/30/2019	17	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Crompton Greaves Consumer Electricals Limited	07/24/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Crompton Greaves Consumer Electricals Limited	07/24/2019	2	Approve Dividends	No	For	For		For
Crompton Greaves Consumer Electricals Limited	07/24/2019	3	Reelect Sahil Dalal as Director	No	For	For		For
Crompton Greaves Consumer Electricals Limited	07/24/2019	4	Elect Smita Anand as Director	No	For	For		For
Crompton Greaves Consumer Electricals Limited	07/24/2019	5	Approve Remuneration of Cost Auditors	No	For	For		For
CRRC Corporation Limited	12/27/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
CRRC Corporation Limited	12/27/2019	1	Elect Chen Xiaoyi as Supervisor	No	For	For		For
CRRC Corporation Limited	12/27/2019	2	Elect Lou Qiliang as Director	No	For	For		Against
Ctrip.com International Ltd.	10/25/2019		Meeting for ADR Holders	Yes				
Ctrip.com International Ltd.	10/25/2019	1	Approve Change of Company Name	No	For	For		For
Cummins India Limited	08/07/2019	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Cummins India Limited	08/07/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Cummins India Limited	08/07/2019	3	Declare Final Dividend and Ratify Interim Dividend	No	For	For		For
Cummins India Limited	08/07/2019	4	Reelect Norbert Nusterer as Director	No	For	For		For
Cummins India Limited	08/07/2019	5	Elect Donald Jackson as Director	No	For	For		For
Cummins India Limited	08/07/2019	6	Elect Anjuly Chib Duggal as Director	No	For	For		For
Cummins India Limited	08/07/2019	7	Reelect P. S. Dasgupta as Director	No	For	For		Against
Cummins India Limited	08/07/2019	8	Reelect Venu Srinivasan as Director	No	For	For		For
Cummins India Limited	08/07/2019	9	Reelect Rajeev Bakshi as Director	No	For	For		For
Cummins India Limited	08/07/2019	10	Reelect Nasser Munjee as Director	No	For	For		Against
Cummins India Limited	08/07/2019	11	Reelect Prakash Telang as Director	No	For	For		For
Cummins India Limited	08/07/2019	12	Approve Remuneration of Cost Auditors	No	For	For		For
Cummins India Limited	08/07/2019	13	Approve Material Related Party Transaction with Cummins Limited, UK	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cummins India Limited	08/07/2019	14	Approve Material Related Party Transaction with Tata Cummins Private Limited	No	For	For		For
D.G. Khan Cement Company Ltd.	10/28/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
D.G. Khan Cement Company Ltd.	10/28/2019	2	Approve Final Cash Dividend	No	For	For		For
D.G. Khan Cement Company Ltd.	10/28/2019	3	Elect Directors	No	For	Against		Against
D.G. Khan Cement Company Ltd.	10/28/2019	4	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
D.G. Khan Cement Company Ltd.	10/28/2019	5.a	Approve Loan to Nishat Hotels and Properties Limited, Associated Company	No	For	For		For
D.G. Khan Cement Company Ltd.	10/28/2019	5.b	Approve Acquisition of Shares in Hyundai Nishat Motor (Pvt) Limited, Associated Company	No	For	Against		Against
Dabur India Limited	08/30/2019	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Dabur India Limited	08/30/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Dabur India Limited	08/30/2019	3	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Dabur India Limited	08/30/2019	4	Reelect Amit Burman as Director	No	For	For		Against
Dabur India Limited	08/30/2019	5	Reelect Mohit Burman as Director	No	For	For		For
Dabur India Limited	08/30/2019	6	Approve Remuneration of Cost Auditors	No	For	For		For
Dabur India Limited	08/30/2019	7	Elect Mohit Malhotra as Director and Approve Appointment and Remuneration of Mohit Malhotra as Whole Time Director	No	For	For		For
Dabur India Limited	08/30/2019	8	Elect Ajit Mohan Sharan as Director	No	For	For		For
Dabur India Limited	08/30/2019	9	Elect Aditya Burman as Director	No	For	For		For
Dabur India Limited	08/30/2019	10	Reelect Falguni Sanjay Nayar as Director	No	For	For		For
Dabur India Limited	08/30/2019	11	Reelect P N Vijay as Director	No	For	For		For
Dabur India Limited	08/30/2019	12	Reelect S Narayan as Director	No	For	For		For
Dabur India Limited	08/30/2019	13	Reelect R C Bhargava as Director	No	For	For		For
Dabur India Limited	08/30/2019	14	Reelect Ajay Dua as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Dabur India Limited	08/30/2019	15	Reelect Sanjay Kumar Bhattacharyya as Director	No	For	For		For
Dabur India Limited	08/30/2019	16	Approve Payment of Remuneration to Non-Executive Independent Directors	No	For	For		For
Daelim Industrial Co., Ltd.	10/16/2019	1	Elect Bae Won-bok as Inside Director	No	For	For		For
Daewoo Engineering & Construction Co. Ltd.	09/19/2019	1	Elect One Inside Director and One Outside Director (Bundled)	No	For	For		Against
Daewoo Engineering & Construction Co. Ltd.	09/19/2019	2	Amend Articles of Incorporation	No	For	For		For
Dallah Healthcare Co.	10/09/2019		Ordinary Business	Yes				
Dallah Healthcare Co.	10/09/2019	1.1	Elect Ahmed Jabir as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.2	Elect Salih Al Yami as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.3	Elect Adil Dahlawi as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.4	Elect Abdullah Al Jareesh as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.5	Elect Abdullah Al Hussein as Director	No	None	For		For
Dallah Healthcare Co.	10/09/2019	1.6	Elect Abdullah Al Sudeiri as Director	No	None	For		For
Dallah Healthcare Co.	10/09/2019	1.7	Elect Abdulrahman Al Suweilim as Director	No	None	For		For
Dallah Healthcare Co.	10/09/2019	1.8	Elect Ammar Kamil as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.9	Elect Mohammed Al Faqeeh as Director	No	None	For		For
Dallah Healthcare Co.	10/09/2019	1.1	Elect Muhieddin Kamil as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.1	Elect Waleed Ba Maarouf as Director	No	None	For		For
Dallah Healthcare Co.	10/09/2019	1.1	Elect Ahmed Al Dahlawi as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.1	Elect Raad Al Qahtani as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.1	Elect Zein Al Imam as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.1	Elect Tariq Al Qasabi as Director	No	None	For		For
Dallah Healthcare Co.	10/09/2019	1.1	Elect Abdulhadi Al Haraz as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.1	Elect Othman Al Ghamdi as Director	No	None	For		For
Dallah Healthcare Co.	10/09/2019	1.1	Elect Amr Kamil as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.1	Elect Fahd Al Shamri as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.2	Elect Fahd Al Qassim as Director	No	None	For		For
Dallah Healthcare Co.	10/09/2019	1.2	Elect Fahd Malaekah as Director	No	None	For		For
Dallah Healthcare Co.	10/09/2019	1.2	Elect Feisal Al Qassim as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.2	Elect Majid Kheirullah as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	1.2	Elect Mohammed Al Barjas as Director	No	None	Abstain		Abstain

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Dallah Healthcare Co.	10/09/2019	1.2	Elect Mureea Habash as Director	No	None	Abstain		Abstain
Dallah Healthcare Co.	10/09/2019	2	Elect Members of Audit Committee, Approve its Charter and the Remuneration of Its Members	No	For	For		For
Dallah Healthcare Co.	10/09/2019	3	Approve Corporate Social Responsibility Policy	No	For	For		For
Datang International Power Generation Co., Ltd.	12/20/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Datang International Power Generation Co., Ltd.	12/20/2019	1	Approve Financial Business Cooperation Agreement with Datang Financial Lease Co., Ltd.	No	For	For		For
Datang International Power Generation Co., Ltd.	12/20/2019	2	Approve Financial Services Agreement with China Datang Group Finance Co., Ltd.	No	For	Against		Against
Datang International Power Generation Co., Ltd.	12/20/2019	3	Approve Allowance Criteria for Directors of the Tenth Session of the Board and Supervisors of the Tenth Session of the Supervisory Committee	No	For	For		For
Datasonic Group Bhd.	08/01/2019		ORDINARY RESOLUTIONS	Yes				
Datasonic Group Bhd.	08/01/2019	1	Approve Directors' Fees	No	For	For		For
Datasonic Group Bhd.	08/01/2019	2	Approve Directors' Benefits	No	For	For		For
Datasonic Group Bhd.	08/01/2019	3	Elect Mohd Safiain bin Wan Hasan as Director	No	For	For		For
Datasonic Group Bhd.	08/01/2019	4	Elect Chew Ben Ben as Director	No	For	For		Against
Datasonic Group Bhd.	08/01/2019	5	Elect Mohamed Zulkhornain bin Ab Raneer as Director	No	For	For		Against
Datasonic Group Bhd.	08/01/2019	6	Elect Talya Zholeikha binti Abu Hanifah as Director	No	For	For		Against
Datasonic Group Bhd.	08/01/2019	7	Elect Yee Kim Shing @ Yew Kim Sing as Director	No	For	For		For
Datasonic Group Bhd.	08/01/2019	8	Approve Crowe Malaysia as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Datasonic Group Bhd.	08/01/2019	9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Datasonic Group Bhd.	08/01/2019	10	Authorize Share Repurchase Program	No	For	For		For
Datasonic Group Bhd.	08/01/2019		SPECIAL RESOLUTION	Yes				
Datasonic Group Bhd.	08/01/2019	1	Adopt New Constitution	No	For	For		For
Datatec Ltd.	08/29/2019		Ordinary Resolutions	Yes				
Datatec Ltd.	08/29/2019	1	Re-elect Jens Montanana as Director	No	For	For		For
Datatec Ltd.	08/29/2019	2	Re-elect Ivan Dittich as Director	No	For	For		For
Datatec Ltd.	08/29/2019	3	Re-elect Mfundiso Njeke as Director	No	For	For		For
Datatec Ltd.	08/29/2019	4	Elect Maya Makanjee as Director	No	For	For		For
Datatec Ltd.	08/29/2019	5	Reappoint Deloitte & Touche as Auditors of the Company with Mark Rayfield as the Designated Auditor	No	For	For		For
Datatec Ltd.	08/29/2019	6.1	Re-elect Mfundiso Njeke as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Datatec Ltd.	08/29/2019	6.2	Elect John McCartney as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Datatec Ltd.	08/29/2019	6.3	Re-elect Ekta Singh-Bushell as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Datatec Ltd.	08/29/2019	7	Approve Remuneration Policy	No	For	Against		Against
Datatec Ltd.	08/29/2019	8	Approve Remuneration Implementation Report	No	For	Against		Against
Datatec Ltd.	08/29/2019		Special Resolutions	Yes				
Datatec Ltd.	08/29/2019	1	Approve Non-executive Directors' Fees	No	For	For		For
Datatec Ltd.	08/29/2019	2	Approve Financial Assistance to Related or Inter-related Company or Corporation	No	For	For		For
Datatec Ltd.	08/29/2019	3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Datatec Ltd.	08/29/2019		Continuation of Ordinary Resolutions	Yes				
Datatec Ltd.	08/29/2019	9	Authorise Ratification of Approved Resolutions	No	For	For		For
Delta Life Insurance Co. Ltd.	07/24/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Delta Life Insurance Co. Ltd.	07/24/2019	2	Approve Dividend	No	For	For		For
Delta Life Insurance Co. Ltd.	07/24/2019	3	Elect Directors	No	For	Against		Against
Delta Life Insurance Co. Ltd.	07/24/2019	4.1	Ratify Appointment of M. Noor Uddin Khan as Independent Director	No	For	For		For
Delta Life Insurance Co. Ltd.	07/24/2019	4.2	Ratify Appointment of Salahuddin Ahmad as Independent Director	No	For	For		For
Delta Life Insurance Co. Ltd.	07/24/2019	5	Approve Hoda Vasi Chowdhury and Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Delta Life Insurance Co. Ltd.	07/24/2019	6	Appoint ARTISAN as Corporate Governance Compliance Auditors for Fiscal Year 2019 and Authorize Board to Fix Their remuneration	No	For	For		For
Dialog Group Berhad	11/13/2019		Ordinary Resolutions	Yes				
Dialog Group Berhad	11/13/2019	1	Approve Final Dividend	No	For	For		For
Dialog Group Berhad	11/13/2019	2	Elect Kamariyah Binti Hamdan as Director	No	For	For		For
Dialog Group Berhad	11/13/2019	3	Elect Khairon Binti Shariff as Director	No	For	For		For
Dialog Group Berhad	11/13/2019	4	Approve Directors' Fees and Board Committees' Fees	No	For	For		For
Dialog Group Berhad	11/13/2019	5	Approve Directors' Benefits (Other than Directors' Fees and Board Committees' Fees)	No	For	For		For
Dialog Group Berhad	11/13/2019	6	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Dialog Group Berhad	11/13/2019	7	Approve Oh Chong Peng to Continue Office as Independent Non-Executive Director	No	For	For		For
Dialog Group Berhad	11/13/2019	8	Approve Kamariyah Binti Hamdan to Continue Office as Independent Non-Executive Director	No	For	For		For
Dialog Group Berhad	11/13/2019	9	Authorize Share Repurchase Program	No	For	For		For
Dialog Group Berhad	11/13/2019		Special Resolution	Yes				
Dialog Group Berhad	11/13/2019	1	Adopt New Constitution	No	For	For		For
Discovery Ltd.	11/28/2019		Ordinary Resolutions	Yes				

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Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Discovery Ltd.	11/28/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For
Discovery Ltd.	11/28/2019	2	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company and Appoint Andrew Taylor as the Individual Registered Auditor	No	For	For		For
Discovery Ltd.	11/28/2019	3.1	Re-elect Les Owen as Chairperson of the Audit Committee	No	For	For		For
Discovery Ltd.	11/28/2019	3.2	Re-elect Sindi Zilwa as Member of the Audit Committee	No	For	For		For
Discovery Ltd.	11/28/2019	3.3	Re-elect Sonja De Bruyn as Member of the Audit Committee	No	For	For		For
Discovery Ltd.	11/28/2019	4.1	Re-elect Richard Farber as Director	No	For	For		Against
Discovery Ltd.	11/28/2019	4.2	Re-elect Herman Bosman as Director	No	For	For		Against
Discovery Ltd.	11/28/2019	4.3	Re-elect Faithi Khanyile as Director	No	For	For		For
Discovery Ltd.	11/28/2019	4.4	Elect Mark Tucker as Director	No	For	For		For
Discovery Ltd.	11/28/2019	5.1	Approve Remuneration Policy	No	For	For		For
Discovery Ltd.	11/28/2019	5.2	Approve Implementation of the Remuneration Policy	No	For	For		For
Discovery Ltd.	11/28/2019	6	Approve the Long-Term Incentive Plan	No	For	For		For
Discovery Ltd.	11/28/2019	7	Authorise Ratification of Approved Resolutions	No	For	For		For
Discovery Ltd.	11/28/2019	8.1	Authorise Directors to Allot and Issue A Preference Shares	No	For	For		For
Discovery Ltd.	11/28/2019	8.2	Authorise Directors to Allot and Issue B Preference Shares	No	For	For		For
Discovery Ltd.	11/28/2019	8.3	Authorise Directors to Allot and Issue C Preference Shares	No	For	For		For
Discovery Ltd.	11/28/2019		Special Resolutions	Yes				
Discovery Ltd.	11/28/2019	1	Approve Non-executive Directors' Remuneration	No	For	Against		Against
Discovery Ltd.	11/28/2019	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Discovery Ltd.	11/28/2019	3	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Discovery Ltd.	11/28/2019	4	Authorise Board to Allot and Issue Shares Pursuant to the Long-Term Incentive Plan	No	For	For		For
DLF Limited	07/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
DLF Limited	07/30/2019	2	Approve Dividend	No	For	For		For
DLF Limited	07/30/2019	3	Reelect Pia Singh as Director	No	For	Against		Against
DLF Limited	07/30/2019	4	Reelect Gurvirendra Singh Talwar as Director	No	For	Against		Against
DLF Limited	07/30/2019	5	Approve Remuneration of Cost Auditors	No	For	For		For
DLF Limited	07/30/2019	6	Approve Reappointment and Remuneration of K.P. Singh as a Whole-time Director designated as Chairman	No	For	For		For
DLF Limited	07/30/2019	7	Approve Reappointment and Remuneration of Mohit Gujral as Chief Executive Officer & Whole-time Director	No	For	For		For
DLF Limited	07/30/2019	8	Approve Reappointment and Remuneration of Rajeev Talwar as Chief Executive Officer & Whole-time Director	No	For	For		For
DLF Limited	07/30/2019	9	Approve Reappointment and Remuneration of Rajiv Singh as Whole-time Director designated as Vice-Chairman	No	For	Against		Against
DLF Limited	07/30/2019	10	Elect Priya Paul as Director	No	For	For		For
DLF Limited	07/30/2019	11	Elect Aditya Singh as Director	No	For	For		For
DLF Limited	07/30/2019	12	Approve Commission to Non-Executive Directors	No	For	For		For
DLF Limited	09/21/2019		Postal Ballot	Yes				
DLF Limited	09/21/2019	1	Approve K. P. Singh to Continue Office as Non-Executive Director, Designated as Chairman	No	For	Against		Against
Dongfeng Motor Group Company Limited	11/29/2019	1	Approve Resignation of Wen Shuzhong as Supervisor	No	For	For		For
Dongfeng Motor Group Company Limited	11/29/2019	2	Elect He Wei as Supervisor	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Dongfeng Motor Group Company Limited	11/29/2019	3	Approve Resignation of Cao Xinghe as Director	No	For	For		For
Dongfeng Motor Group Company Limited	11/29/2019	4	Elect You Zheng as Director	No	For	For		Against
Dongfeng Motor Group Company Limited	11/29/2019	5	Elect Cheng Daoran as Director	No	For	For		Against
Dongfeng Motor Group Company Limited	11/29/2019	6	Approve Remuneration of Candidates for Directors and Supervisor	No	For	For		For
Doosan Corp.	08/13/2019	1	Approve Spin-Off Agreement	No	For	For		For
Douja Promotion Groupe Addoha	09/12/2019		Extraordinary Business	Yes				
Douja Promotion Groupe Addoha	09/12/2019	1	Authorize Issuance of Shares with Preemptive Rights	No	For	For		Do Not Vote
Douja Promotion Groupe Addoha	09/12/2019	2	Approve Conditions Associated to Subscription of New Shares Issued	No	For	For		Do Not Vote
Douja Promotion Groupe Addoha	09/12/2019	3	Authorize Board to Ratify and Execute Share Capital Increase	No	For	For		Do Not Vote
Douja Promotion Groupe Addoha	09/12/2019	4	Authorize Filing of Required Documents and Other Formalities	No	For	For		Do Not Vote
Dr. Reddy's Laboratories Ltd.	07/30/2019		Meeting for ADR Holders	Yes				
Dr. Reddy's Laboratories Ltd.	07/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Dr. Reddy's Laboratories Ltd.	07/30/2019	2	Approve Dividend	No	For	For		For
Dr. Reddy's Laboratories Ltd.	07/30/2019	3	Reelect G V Prasad as Director	No	For	For		For
Dr. Reddy's Laboratories Ltd.	07/30/2019	4	Reelect Sridar Iyengar as Director	No	For	For		For
Dr. Reddy's Laboratories Ltd.	07/30/2019	5	Reelect Kalpana Morparia as Director	No	For	For		For
Dr. Reddy's Laboratories Ltd.	07/30/2019	6	Elect Leo Puri as Director	No	For	For		For
Dr. Reddy's Laboratories Ltd.	07/30/2019	7	Elect Shikha Sharma as Director	No	For	For		For
Dr. Reddy's Laboratories Ltd.	07/30/2019	8	Elect Allan Oberman as Director	No	For	For		For
Dr. Reddy's Laboratories Ltd.	07/30/2019	9	Approve Remuneration of Cost Auditors	No	For	For		For
Dubai Islamic Bank PJSC	12/17/2019		Extraordinary Business	Yes				
Dubai Islamic Bank PJSC	12/17/2019	1	Approve Acquisition of Noor Bank PJSC	No	For	For		For
Dubai Islamic Bank PJSC	12/17/2019	2	Authorize Board to Finalize Terms and Conditions of the Capital Increase and the Sale and Purchase Agreement	No	For	For		For
Dubai Islamic Bank PJSC	12/17/2019	3	Approve Increase in Share Capital in Connection with Acquisition	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Dubai Islamic Bank PJSC	12/17/2019	4	Amend Articles to Reflect Changes in Capital	No	For	For		For
Dubai Islamic Bank PJSC	12/17/2019	5	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
East African Breweries Ltd.	09/18/2019		Ordinary Business	Yes				
East African Breweries Ltd.	09/18/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
East African Breweries Ltd.	09/18/2019	2	Ratify Interim Dividend of KES 2.50 Per Share ; Approve Final Dividend of KES 6.00 Per Share	No	For	For		For
East African Breweries Ltd.	09/18/2019	3.a	Reelect John Ulanga as Director	No	For	For		For
East African Breweries Ltd.	09/18/2019	3.b	Reelect Japheth Katto as Director	No	For	For		For
East African Breweries Ltd.	09/18/2019	3.c	Reelect Gyorgy Geiszl as Director	No	For	For		For
East African Breweries Ltd.	09/18/2019	3.d	Reelect Jane Karuku as Director	No	For	For		For
East African Breweries Ltd.	09/18/2019	3.e	Elect Martin Oduor-Otieno as Member of Audit and Risk Management Committee	No	For	For		For
East African Breweries Ltd.	09/18/2019	3.e	Elect Japheth Katto as Member of Audit and Risk Management Committee	No	For	For		For
East African Breweries Ltd.	09/18/2019	3.e	Elect Jimmy Mugerwa as Member of Audit and Risk Management Committee	No	For	For		For
East African Breweries Ltd.	09/18/2019	3.e	Elect John Ulanga as Member of Audit and Risk Management Committee	No	For	For		For
East African Breweries Ltd.	09/18/2019	4	Approve Remuneration of Directors and Approve Director's Remuneration Report	No	For	For		For
East African Breweries Ltd.	09/18/2019	5	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
East African Breweries Ltd.	09/18/2019	6	Other Business	No	For	Against		Against
Eastern Co. (Egypt)	10/16/2019		Ordinary Business	Yes				
Eastern Co. (Egypt)	10/16/2019	1	Approve Board Report on Company Operations for FY 2019	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/16/2019	2	Approve Auditors' Report on Company Financial Statements for FY 2019	No	For	For		Do Not Vote

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Eastern Co. (Egypt)	10/16/2019	3	Accept Financial Statements and Statutory Reports for FY 2019	No	For	Against		Do Not Vote
Eastern Co. (Egypt)	10/16/2019	4	Approve Allocation of Income and Dividends for FY 2019	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/16/2019	5	Approve Discharge of Chairman and Directors for FY 2019	No	For	Against		Do Not Vote
Eastern Co. (Egypt)	10/16/2019	6	Approve Remuneration of Directors	No	For	Against		Do Not Vote
Eastern Co. (Egypt)	10/16/2019	7	Ratify Auditors and Fix Their Remuneration for FY 2020	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/16/2019	8	Approve Composition of the Board	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/16/2019	9	Approve Related Party Transactions	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/16/2019	10	Approve Charitable Donations for FY 2020	No	For	For		Do Not Vote
Ecopetrol SA	12/16/2019		Meeting for ADR Holders	Yes				
Ecopetrol SA	12/16/2019	1	Safety Guidelines	Yes				
Ecopetrol SA	12/16/2019	2	Verify Quorum	Yes				
Ecopetrol SA	12/16/2019	3	Opening by Chief Executive Officer	Yes				
Ecopetrol SA	12/16/2019	4	Approve Meeting Agenda	No	For	For		For
Ecopetrol SA	12/16/2019	5	Elect Chairman of Meeting	No	For	For		For
Ecopetrol SA	12/16/2019	6	Appoint Committee in Charge of Scrutinizing Elections and Polling	No	For	For		For
Ecopetrol SA	12/16/2019	7	Elect Meeting Approval Committee	No	For	For		For
Ecopetrol SA	12/16/2019	8	Approve Reallocation of Occasional Reserves	No	For	Against		Against
Ecopetrol SA	12/16/2019	9	Approve Dividends Charged to Occasional Reserves	No	For	Against		Against
Eicher Motors Limited	08/01/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Eicher Motors Limited	08/01/2019	2	Approve Dividend	No	For	For		For
Eicher Motors Limited	08/01/2019	3	Reelect Siddhartha Lal as Director	No	For	For		Against
Eicher Motors Limited	08/01/2019	4	Approve Remuneration of Cost Auditors	No	For	For		For
Eicher Motors Limited	08/01/2019	5	Elect Vinod Kumar Dasari as Director and Approve Appointment and Remuneration of Vinod Kumar Dasari as Whole-time Director	No	For	Against		Against
Eicher Motors Limited	08/01/2019	6	Elect Inder Mohan Singh as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Eicher Motors Limited	08/01/2019	7	Elect Vinod Kumar Aggarwal as Director	No	For	For		For
Eicher Motors Limited	08/01/2019	8	Approve Commission to Non-Executive Directors	No	For	For		For
Eicher Motors Limited	08/01/2019	9	Approve Payment of Remuneration to S. Sandilya as Chairman (Non-Executive and Independent Director)	No	For	For		For
Eicher Motors Limited	08/01/2019	10	Approve Eicher Motors Limited's Restricted Stock Unit Plan 2019	No	For	Against		Against
Eicher Motors Limited	08/01/2019	11	Approve Extension of Benefits of Eicher Motors Limited's Restricted Stock Unit Plan 2019 to the Employees of Subsidiary Companies	No	For	Against		Against
Ellaktor SA	07/11/2019		Annual Meeting Agenda	Yes				
Ellaktor SA	07/11/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Ellaktor SA	07/11/2019	2	Approve Discharge of Board and Auditors	No	For	For		For
Ellaktor SA	07/11/2019	3	Approve Auditors and Fix Their Remuneration	No	For	For		For
Ellaktor SA	07/11/2019	4	Approve Remuneration of Directors	No	For	For		For
Ellaktor SA	07/11/2019	5	Approve Remuneration Policy	No	For	For		For
Ellaktor SA	07/11/2019	6	Authorize Board to Participate in Companies with Similar Business Interests	No	For	For		For
Ellaktor SA	07/11/2019	7	Approve Guarantees to Subsidiaries	No	For	For		For
Ellaktor SA	07/11/2019	8	Amend Company Articles	No	For	For		For
Ellaktor SA	07/11/2019	9	Reclassify Iordanis Aivazis from NI-NED to I-NED	No	For	Against		Against
Ellaktor SA	07/11/2019	10	Various Announcements	Yes				
ENEA SA	12/19/2019		Management Proposals	Yes				
ENEA SA	12/19/2019	1	Open Meeting	Yes				
ENEA SA	12/19/2019	2	Elect Meeting Chairman	No	For	For		For
ENEA SA	12/19/2019	3	Acknowledge Proper Convening of Meeting	Yes				
ENEA SA	12/19/2019	4	Approve Agenda of Meeting	No	For	For		For
ENEA SA	12/19/2019		Shareholder Proposals	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ENE SA	12/19/2019	5	Approve Remuneration Policy for Members of Management Board; Cancel Dec. 15, 2016, EGM and June 26, 2017, AGM Resolutions Re: Approve Remuneration Policy for Members of Management Board	No	None	Against		Against
ENE SA	12/19/2019	6	Amend Dec. 15, 2016, EGM Resolution Re: Approve Remuneration Policy for Members of Supervisory Board	No	None	For		For
ENE SA	12/19/2019	7	Approve Decision on Covering Costs of Convocation of EGM	No	None	Against		Against
ENE SA	12/19/2019		Management Proposal	Yes				
ENE SA	12/19/2019	8	Close Meeting	Yes				
EOH Holdings Ltd.	11/14/2019		Special Resolutions	Yes				
EOH Holdings Ltd.	11/14/2019	1	Remove Limit in the Total Annual Fees Paid to Non-executive Directors	No	For	For		For
EOH Holdings Ltd.	11/14/2019	2	Approve Adjustment of Fees Payable to Non-executive Directors	No	For	For		For
EOH Holdings Ltd.	11/14/2019	3	Approve Fees Payable to Non-Executive Directors for Additional Meetings	No	For	For		For
EOH Holdings Ltd.	11/14/2019	4	Approve Fees Payable to Board Chairperson	No	For	For		For
EOH Holdings Ltd.	11/14/2019	5	Approve Fees Payable to Lead Independent Non-executive Director	No	For	For		For
EOH Holdings Ltd.	11/14/2019		Ordinary Resolution	Yes				
EOH Holdings Ltd.	11/14/2019	1	Authorise Ratification of Approved Resolutions	No	For	For		For
EOH Holdings Ltd.	12/05/2019	1.1	Elect Megan Pydigadu as Director	No	For	For		For
EOH Holdings Ltd.	12/05/2019	1.2	Elect Dr Xolani Mkhwanazi as Director	No	For	For		For
EOH Holdings Ltd.	12/05/2019	1.3	Elect Dr Anushka Bogdanov as Director	No	For	For		For
EOH Holdings Ltd.	12/05/2019	1.4	Elect Andrew Mthembu as Director	No	For	Against		Against
EOH Holdings Ltd.	12/05/2019	1.5	Elect Mike Bosman as Director	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
EOH Holdings Ltd.	12/05/2019	1.6	Elect Fatima Newman as Director	No	For	For		For
EOH Holdings Ltd.	12/05/2019	2	Re-elect Dr Moretlo Molefi as Director	No	For	For		For
EOH Holdings Ltd.	12/05/2019	3.1	Elect Mike Bosman as Chairman of the Audit Committee	No	For	Against		Against
EOH Holdings Ltd.	12/05/2019	3.2	Re-elect Jesmane Boggenpoel as Member of the Audit Committee	No	For	Against		Against
EOH Holdings Ltd.	12/05/2019	3.3	Elect Andrew Mthembu as Member of the Audit Committee	No	For	Against		Against
EOH Holdings Ltd.	12/05/2019	3.4	Re-elect Ismail Mamoojee as Member of the Audit Committee	No	For	Against		Against
EOH Holdings Ltd.	12/05/2019	4	Appoint PricewaterhouseCoopers Inc as Auditors of the Company	No	For	Abstain		Abstain
EOH Holdings Ltd.	12/05/2019	5.1	Approve Remuneration Policy	No	For	Against		Against
EOH Holdings Ltd.	12/05/2019	5.2	Approve Remuneration Implementation Report	No	For	Against		Against
EOH Holdings Ltd.	12/05/2019	6	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
EOH Holdings Ltd.	12/05/2019	7	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
EOH Holdings Ltd.	12/05/2019	8	Authorise Ratification of Approved Resolutions	No	For	For		For
EOH Holdings Ltd.	12/05/2019		Special Resolution	Yes				
EOH Holdings Ltd.	12/05/2019	1	Authorise Specific Repurchase of EOH Shares	No	For	For		For
EOH Holdings Ltd.	12/05/2019		Ordinary Resolution	Yes				
EOH Holdings Ltd.	12/05/2019	1	Authorise Ratification of Approved Resolutions	No	For	For		For
Eurobank Ergasias SA	07/24/2019		Annual Meeting Agenda	Yes				
Eurobank Ergasias SA	07/24/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Eurobank Ergasias SA	07/24/2019	2	Approve Discharge of Board and Auditors	No	For	For		For
Eurobank Ergasias SA	07/24/2019	3	Ratify Auditors	No	For	For		For
Eurobank Ergasias SA	07/24/2019	4	Approve Remuneration Policy	No	For	For		For
Eurobank Ergasias SA	07/24/2019	5	Approve Director Remuneration	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Exide Industries Limited	08/03/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Exide Industries Limited	08/03/2019	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Exide Industries Limited	08/03/2019	3	Reelect Subir Chakraborty as Director	No	For	For		For
Exide Industries Limited	08/03/2019	4	Approve Remuneration of Cost Auditors	No	For	For		For
Exide Industries Limited	08/03/2019	5	Reelect Mona N Desai as Director	No	For	For		For
Exide Industries Limited	08/03/2019	6	Reelect Sudhir Chand as Director	No	For	For		For
Exide Industries Limited	08/03/2019	7	Approve Reappointment and Remuneration of Gautam Chatterjee as Managing Director and Chief Executive Officer	No	For	For		For
Exide Industries Limited	08/03/2019	8	Approve Appointment and Remuneration of Subir Chakraborty as Deputy Managing Director	No	For	For		For
Exide Industries Limited	08/03/2019	9	Approve Reappointment and Remuneration of Arun Mittal as Whole-Time Director, Designated as Director - Automotive	No	For	For		For
Exide Industries Limited	08/03/2019	10	Approve Commission to Non-Executive Directors	No	For	For		For
Exide Industries Limited	08/03/2019	11	Approve Pledging of Assets for Debt	No	For	Against		Against
Fauji Cement Company Ltd.	09/27/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
Fauji Cement Company Ltd.	09/27/2019	2	Accept Financial Statements and Statutory Reports	No	For	For		For
Fauji Cement Company Ltd.	09/27/2019	3	Approve KPMG Taseer Hadi and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Fauji Cement Company Ltd.	09/27/2019	4	Approve Final Cash Dividend	No	For	For		For
Fauji Cement Company Ltd.	09/27/2019	5	Other Business	No	For	Against		Against
Fauji Fertilizer Bin Qasim Ltd.	08/23/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
Fauji Fertilizer Bin Qasim Ltd.	08/23/2019	2	Elect Directors	No	For	Against		Against
Fauji Fertilizer Bin Qasim Ltd.	08/23/2019	3	Other Business	No	For	Against		Against
Fawaz Abdulaziz AlHokair Co.	09/25/2019		Ordinary Business	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Fawaz Abdulaziz AlHokair Co.	09/25/2019	1	Approve Board Report on Company Operations for FY 2019	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/25/2019	2	Approve Auditors' Report on Company Financial Statements for FY 2019	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/25/2019	3	Accept Financial Statements and Statutory Reports for FY 2019	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/25/2019	4	Ratify Auditors and Fix Their Remuneration for FY 2020	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/25/2019	5	Approve Discharge of Directors for FY 2019	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/25/2019	6	Approve Remuneration of Directors for FY 2019	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/25/2019	7	Elect Tariq Al-Tuwaijri as Director	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/25/2019	8	Approve Related Party Transactions Re: Arab Centers Co. Ltd.	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/25/2019	9	Approve Related Party Transactions Re: Egyptian Centers Company	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/25/2019	10	Approve Related Party Transactions Re: Fawaz Abdulaziz Alhokair Company and Real Estate Co.	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/25/2019	11	Approve Related Party Transactions Re: Hajen Co.	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/25/2019	12	Approve Related Party Transactions Re: Board Members	No	For	Against		Against
Fawaz Abdulaziz AlHokair Co.	09/25/2019	13	Approve Acquisition of Innovative Union Company Limited	No	For	For		For
Federal Grid Co. of Unified Energy System PJSC	12/30/2019	1	Approve Interim Dividends of RUB 0.009 per Share for First Nine Months of Fiscal 2019	No	For	For		For
FGV Holdings Berhad	11/27/2019	1	Approve Directors' Fees for the Non-Executive Chairman for the Financial Year Ended December 31, 2018	No	For	For		For
FGV Holdings Berhad	11/27/2019	2	Approve Directors' Fees for Non-Executive Directors for the Financial Year Ended December 31, 2018	No	For	For		For

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Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
FGV Holdings Berhad	11/27/2019	3	Approve Directors' Fees for the Non-Executive Chairman for the Period from January 1, 2019 to the Next AGM	No	For	For		For
FGV Holdings Berhad	11/27/2019	4	Approve Directors' Fees for Non-Executive Directors for the Period from January 1, 2019 to the Next AGM	No	For	For		For
FGV Holdings Berhad	11/27/2019	5	Approve Directors' Benefits for the Non-Executive Chairman for the Period from June 26, 2019 to the Next AGM	No	For	For		For
FGV Holdings Berhad	11/27/2019	6	Approve Directors' Benefits for Non-Executive Directors for the Period from June 26, 2019 to the Next AGM	No	For	For		For
First Investment Bank Ltd.	11/18/2019	1	Ratify BDO Bulgaria OOD and MAZARS OOD as Auditors	No	For	For		For
First National Bank of Botswana Ltd.	11/06/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
First National Bank of Botswana Ltd.	11/06/2019	2	Approve Dividends Totaling BWP 0.16 Per Share	No	For	For		For
First National Bank of Botswana Ltd.	11/06/2019	3	Reelect J. K. MacAskill as Independent Non-Executive Director	No	For	For		For
First National Bank of Botswana Ltd.	11/06/2019	4	Reelect M. W. Ward as Independent Non-Executive Director	No	For	For		For
First National Bank of Botswana Ltd.	11/06/2019	5	Ratify Appointment of B. M. Bonyongo as Director	No	For	For		For
First National Bank of Botswana Ltd.	11/06/2019	6	Ratify Appointment of N. B. Lahri as Director	No	For	For		For
First National Bank of Botswana Ltd.	11/06/2019	7	Approve Remuneration of Non-Executive Directors	No	For	For		For
First National Bank of Botswana Ltd.	11/06/2019	8	Ratify Deloitte and Touche as Auditors and Fix Their Remuneration	No	For	For		For
FirstRand Ltd.	11/28/2019		Ordinary Resolutions	Yes				
FirstRand Ltd.	11/28/2019	1.1	Re-elect Tandi Nzimande as Director	No	For	For		For
FirstRand Ltd.	11/28/2019	1.2	Re-elect Mary Bomela as Director	No	For	For		Against
FirstRand Ltd.	11/28/2019	1.3	Re-elect Grant Gelink as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
FirstRand Ltd.	11/28/2019	1.4	Re-elect Faffa Knoetze as Director	No	For	For		Against
FirstRand Ltd.	11/28/2019	1.5	Elect Louis von Zeuner as Director	No	For	For		For
FirstRand Ltd.	11/28/2019	2.1	Reappoint Deloitte & Touche as Auditors of the Company	No	For	For		For
FirstRand Ltd.	11/28/2019	2.2	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company	No	For	For		For
FirstRand Ltd.	11/28/2019	3	Place Authorised but Unissued Ordinary Shares under Control of Directors	No	For	For		For
FirstRand Ltd.	11/28/2019	4	Authorise Ratification of Approved Resolutions	No	For	For		For
FirstRand Ltd.	11/28/2019		Advisory Endorsement	Yes				
FirstRand Ltd.	11/28/2019	1	Approve Remuneration Policy	No	For	For		For
FirstRand Ltd.	11/28/2019	2	Approve Remuneration Implementation Report	No	For	Against		Against
FirstRand Ltd.	11/28/2019		Special Resolutions	Yes				
FirstRand Ltd.	11/28/2019	1	Authorise Repurchase of Issued Share Capital	No	For	For		For
FirstRand Ltd.	11/28/2019	2.1	Approve Financial Assistance to Directors and Prescribed Officers as Employee Share Scheme Beneficiaries	No	For	For		For
FirstRand Ltd.	11/28/2019	2.2	Approve Financial Assistance to Related and Inter-related Entities	No	For	For		For
FirstRand Ltd.	11/28/2019	3	Approve Remuneration of Non-executive Directors	No	For	For		For
FirstRand Ltd.	11/28/2019		Ordinary Resolutions Requisitioned by Two Shareholders	Yes				
FirstRand Ltd.	11/28/2019	5	Approve Report on Company's Assessment of its Exposure to Climate-Related Risks by no later than October 2020	No	Against	For		For
FirstRand Ltd.	11/28/2019	6	Adopt and Publicly Disclose a Policy on Fossil Fuel Lending by no later than October 2020	No	For	For		For
Flour Mills of Nigeria Plc	09/04/2019		Ordinary Business	Yes				
Flour Mills of Nigeria Plc	09/04/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Flour Mills of Nigeria Plc	09/04/2019	2	Approve Dividend of NGN 1.20 Per Share	No	For	For		For
Flour Mills of Nigeria Plc	09/04/2019	3	Elect Directors (Bundled)	No	For	For		For
Flour Mills of Nigeria Plc	09/04/2019	4	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Flour Mills of Nigeria Plc	09/04/2019	5	Elect Members of Audit Committee	No	For	Against		Against
Flour Mills of Nigeria Plc	09/04/2019		Special Business	Yes				
Flour Mills of Nigeria Plc	09/04/2019	6	Approve Remuneration of Directors	No	For	For		For
Flour Mills of Nigeria Plc	09/04/2019	7	Approve Related Party Transactions	No	For	For		For
Folli Follie SA	09/10/2019		FY2017 Annual Meeting Agenda	Yes				
Folli Follie SA	09/10/2019	1	Accept 2017 Financial Statements and Statutory Reports	No	For	Against		Against
Folli Follie SA	09/10/2019	2	Approve Discharge of Board for FY2017	No	Against	Against		Against
Folli Follie SA	09/10/2019	3	Approve Discharge of Board and Auditors in Relation to Drafting and Special Audit of Restated 2017 Financial Statements	No	For	Against		Against
Folli Follie SA	09/10/2019	4	Approve Auditors and Fix Their Remuneration for 2018	No	For	Against		Against
Folli Follie SA	09/10/2019	5	Approve Director Remuneration for 2017 and Pre-approve Director Remuneration for 2018	No	For	For		For
Folli Follie SA	09/10/2019	6	Elect Directors (Bundled)	No	For	Against		Against
Folli Follie SA	09/10/2019	7	Elect Members of Audit Committee	No	For	For		For
Folli Follie SA	09/10/2019	8	Approve Guarantees to Subsidiaries	No	For	Against		Against
Folli Follie SA	09/10/2019	9	Amend Article 9: Board-Related	No	For	For		For
Folli Follie SA	09/10/2019	10	Other Business	No	For	Against		Against
Folli Follie SA	10/11/2019		Repeat Meeting Agenda	Yes				
Folli Follie SA	10/11/2019	1	Approve Auditors and Fix Their Remuneration for 2018	No	For	For		For
Folli Follie SA	10/11/2019	2	Other Business	No	For	Against		Against
Folli Follie SA	10/31/2019		Postponed FY 2018 Annual Meeting Agenda	Yes				
Folli Follie SA	10/31/2019	1	Accept 2018 Financial Statements and Statutory Reports	No	For	For		For
Folli Follie SA	10/31/2019	2	Approve Discharge of Board and Auditors for 2018	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Folli Follie SA	10/31/2019	3	Approve Auditors and Fix Their Remuneration for 2019	No	For	For		For
Folli Follie SA	10/31/2019	4	Approve Director Remuneration for 2018	No	For	For		For
Folli Follie SA	10/31/2019	5	Various Announcements	Yes				
Folli Follie SA	12/18/2019		Special Meeting Agenda	Yes				
Folli Follie SA	12/18/2019	1	Amend Company Articles	No	For	Against		Against
Folli Follie SA	12/18/2019	2	Approve Remuneration Policy	No	For	Against		Against
Folli Follie SA	12/18/2019	3	Other Business	No	For	Against		Against
Ford Otomotiv Sanayi AS	11/14/2019		Special Meeting Agenda	Yes				
Ford Otomotiv Sanayi AS	11/14/2019	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Ford Otomotiv Sanayi AS	11/14/2019	2	Ratify Director Appointments	No	For	Against		Against
Ford Otomotiv Sanayi AS	11/14/2019	3	Approve Dividends	No	For	For		For
Ford Otomotiv Sanayi AS	11/14/2019	4	Wishes	Yes				
Fortress REIT Ltd.	12/06/2019		Ordinary Resolutions	Yes				
Fortress REIT Ltd.	12/06/2019	1.1	Elect Susan Ludolph as Director	No	For	For		For
Fortress REIT Ltd.	12/06/2019	1.2	Elect Vuyiswa Mutshekwané as Director	No	For	For		For
Fortress REIT Ltd.	12/06/2019	1.3	Elect Ian Vorster as Director	No	For	For		For
Fortress REIT Ltd.	12/06/2019	1.4	Elect Donovan Pydigadu as Director	No	For	For		For
Fortress REIT Ltd.	12/06/2019	2	Re-elect Bongiwe Njobe as Director	No	For	For		For
Fortress REIT Ltd.	12/06/2019	3	Re-elect Djurk Venter as Director	No	For	For		For
Fortress REIT Ltd.	12/06/2019	4.1	Re-elect Robin Lockhart-Ross as Member of the Audit Committee	No	For	For		For
Fortress REIT Ltd.	12/06/2019	4.2	Elect Susan Ludolph as Member of the Audit Committee	No	For	For		For
Fortress REIT Ltd.	12/06/2019	4.3	Re-elect Jan Potgieter as Member of the Audit Committee	No	For	For		For
Fortress REIT Ltd.	12/06/2019	4.4	Re-elect Djurk Venter as Member of the Audit Committee	No	For	For		For
Fortress REIT Ltd.	12/06/2019	5	Reappoint Deloitte & Touche as Auditors of the Company with Leon Taljaard as the Designated Audit Partner	No	For	For		For
Fortress REIT Ltd.	12/06/2019	6	Authorise Board to Issue Shares for Cash	No	For	For		For
Fortress REIT Ltd.	12/06/2019		Special Resolutions	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Fortress REIT Ltd.	12/06/2019	1	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Fortress REIT Ltd.	12/06/2019	2.1	Authorise Repurchase of Equal Number FFA Shares and FFB Shares	No	For	For		For
Fortress REIT Ltd.	12/06/2019	2.2	Authorise Repurchase of the FFA Shares	No	For	For		For
Fortress REIT Ltd.	12/06/2019	2.3	Authorise Repurchase of the FFB Shares	No	For	For		For
Fortress REIT Ltd.	12/06/2019	3	Approve Financial Assistance for the Purchase of Subscription for its Shares to a BEE Entity	No	For	For		For
Fortress REIT Ltd.	12/06/2019	4	Approve Non-executive Directors' Remuneration	No	For	For		For
Fortress REIT Ltd.	12/06/2019		Continuation of Ordinary Resolutions	Yes				
Fortress REIT Ltd.	12/06/2019	7	Authorise Ratification of Approved Resolutions	No	For	For		For
Fortress REIT Ltd.	12/06/2019		Non-binding Advisory Votes	Yes				
Fortress REIT Ltd.	12/06/2019	1	Approve Remuneration Policy	No	For	For		For
Fortress REIT Ltd.	12/06/2019	2	Approve Remuneration Implementation Report	No	For	For		For
Fortress REIT Ltd.	12/06/2019		Ordinary Resolutions	Yes				
Fortress REIT Ltd.	12/06/2019	1	Approve Conditional Share Plan	No	For	For		For
Fortress REIT Ltd.	12/06/2019		Special Resolution	Yes				
Fortress REIT Ltd.	12/06/2019	1	Authorise Issue of Shares in Terms of Section 41(1) of the Companies Act in Respect of the Conditional Share Plan	No	For	For		For
Fortress REIT Ltd.	12/06/2019		Continuation of Ordinary Resolutions	Yes				
Fortress REIT Ltd.	12/06/2019	2	Authorise Ratification of Approved Resolutions	No	For	For		For
Fubon Financial Holding Co., Ltd.	08/06/2019		EGM FOR HOLDERS OF COMMON AND PREFERRED SHARES	Yes				
Fubon Financial Holding Co., Ltd.	08/06/2019	1	Approve Amendment on 2018 Profit Distribution Plan	No	For	For		For
GAIL (India) Limited	07/01/2019		Postal Ballot	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
GAIL (India) Limited	07/01/2019	1	Approve Issuance of Bonus Shares	No	For	For		For
GAIL (India) Limited	08/20/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
GAIL (India) Limited	08/20/2019	2	Declare Final Dividend and Confirm Interim Dividend	No	For	For		For
GAIL (India) Limited	08/20/2019	3	Reelect P. K. Gupta as Director	No	For	For		For
GAIL (India) Limited	08/20/2019	4	Reelect Gajendra Singh as Director	No	For	Against		Against
GAIL (India) Limited	08/20/2019	5	Authorize Board to Fix Remuneration of Joint Statutory Auditors	No	For	For		For
GAIL (India) Limited	08/20/2019	6	Elect A. K. Tiwari as Director	No	For	For		For
GAIL (India) Limited	08/20/2019	7	Approve Remuneration of Cost Auditors	No	For	For		For
GAIL (India) Limited	08/20/2019	8	Approve Material Related Party Transactions with Petronet LNG Limited	No	For	For		For
GAIL (India) Limited	08/20/2019	9	Amend Articles of Association	No	For	Against		Against
GAIL (India) Limited	08/20/2019	10	Reelect Anupam Kulshreshtha as Director	No	For	For		For
GAIL (India) Limited	08/20/2019	11	Reelect Sanjay Tandon as Director	No	For	For		For
GAIL (India) Limited	08/20/2019	12	Reelect S. K. Srivastava as Director	No	For	For		For
Gamuda Berhad	12/05/2019		Ordinary Resolutions	Yes				
Gamuda Berhad	12/05/2019	1	Approve Directors' Fees	No	For	For		For
Gamuda Berhad	12/05/2019	2	Approve Remuneration of Directors (Excluding Directors' Fees)	No	For	For		For
Gamuda Berhad	12/05/2019	3	Elect Lin Yun Ling as Director	No	For	For		Against
Gamuda Berhad	12/05/2019	4	Elect Afwida binti Tunku A. Malek as Director	No	For	For		For
Gamuda Berhad	12/05/2019	5	Elect Nazli binti Mohd Khir Johari as Director	No	For	For		For
Gamuda Berhad	12/05/2019	6	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Gamuda Berhad	12/05/2019	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Gamuda Berhad	12/05/2019	8	Authorize Share Repurchase Program	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Gamuda Berhad	12/05/2019		Special Resolution	Yes				
Gamuda Berhad	12/05/2019	1	Adopt New Constitution	No	For	For		For
Gamuda Berhad	12/05/2019	1	Approve Issuance of New Shares Under the Dividend Reinvestment Plan	No	For	For		For
Gazprom Neft PJSC	08/01/2019		Meeting for ADR Holders	Yes				
Gazprom Neft PJSC	08/01/2019	1	Fix Number of Directors	No	For	For		For
Gazprom Neft PJSC	09/02/2019		Meeting for ADR Holders	Yes				
Gazprom Neft PJSC	09/02/2019	1	Approve Early Termination of Powers of Board of Directors	No	For	For		For
Gazprom Neft PJSC	09/02/2019		Elect Directors by Cumulative Voting	Yes				
Gazprom Neft PJSC	09/02/2019	2.1	Elect Vladimir Alisov as Director	No	None	Against		Against
Gazprom Neft PJSC	09/02/2019	2.2	Elect Andrei Dmitriev as Director	No	None	Against		Against
Gazprom Neft PJSC	09/02/2019	2.3	Elect Aleksandr Diukov as Director	No	None	Against		Against
Gazprom Neft PJSC	09/02/2019	2.4	Elect Sergei Kuznets as Director	No	None	Against		Against
Gazprom Neft PJSC	09/02/2019	2.5	Elect Vitalii Markelov as Director	No	None	Against		Against
Gazprom Neft PJSC	09/02/2019	2.6	Elect Aleksandr Medvedev as Director	No	None	Against		Against
Gazprom Neft PJSC	09/02/2019	2.7	Elect Sergei Menshikov as Director	No	None	Against		Against
Gazprom Neft PJSC	09/02/2019	2.8	Elect Aleksei Miller as Director	Yes				
Gazprom Neft PJSC	09/02/2019	2.9	Elect Elena Mikhailova as Director	No	None	Against		Against
Gazprom Neft PJSC	09/02/2019	2.1	Elect Famil Kamil Ogly Sadygov as Director	No	None	Against		Against
Gazprom Neft PJSC	09/02/2019	2.1	Elect Kirill Seleznev as Director	No	None	Against		Against
Gazprom Neft PJSC	09/02/2019	2.1	Elect Valerii Serdiukov as Director	No	None	Against		Against
Gazprom Neft PJSC	09/02/2019	2.1	Elect Mikhail Sereda as Director	No	None	Against		Against
Gazprom Neft PJSC	09/30/2019		Meeting for ADR Holders	Yes				
Gazprom Neft PJSC	09/30/2019	1	Approve Interim Dividends of RUB 18.14 per Share for First Half Year of Fiscal 2019	No	For	For		For
GDS Holdings Limited	08/06/2019	1	Elect Director William Wei Huang	No	For	Against		Against
GDS Holdings Limited	08/06/2019	2	Elect Director Bin Yu	No	For	For		For
GDS Holdings Limited	08/06/2019	3	Elect Director Zulkifli Baharudin	No	For	For		For
GDS Holdings Limited	08/06/2019	4	Ratify KPMG Huazhen LLP as Auditors	No	For	For		For
GDS Holdings Limited	08/06/2019	5	Amend Omnibus Stock Plan	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
GDS Holdings Limited	08/06/2019	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		Against
GDS Holdings Limited	08/06/2019	7	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
GEK Terna Holding Real Estate Construction SA	12/09/2019		Special Meeting Agenda	Yes				
GEK Terna Holding Real Estate Construction SA	12/09/2019	1	Approve Remuneration Policy	No	For	Against		Against
GEK Terna Holding Real Estate Construction SA	12/09/2019	2	Amend Article 16: Board-Related	No	For	For		For
GEK Terna Holding Real Estate Construction SA	12/09/2019	3	Elect Directors (Bundled)	No	For	For		Against
GFH Financial Group BSC	12/29/2019		Ordinary Business	Yes				
GFH Financial Group BSC	12/29/2019	1	Approve Minutes of Previous AGM Held on 28 March 2019	No	For	For		For
GFH Financial Group BSC	12/29/2019	2	Authorize Issuance of Sukuk to USD 500 Million	No	For	For		For
GFH Financial Group BSC	12/29/2019	3	Authorize Board to Ratify and Execute Approved Resolutions Re: Issuance of Sukuk	No	For	For		For
GFH Financial Group BSC	12/29/2019	4	Authorize CEO of the Bank to Execute Approved Resolutions Re: BOD Meeting Resolution Item 3 Held on 16 October 2019	No	For	For		For
GFH Financial Group BSC	12/29/2019	5	Appoint SICO as the Bank's Market Maker and Utilize Up To 3 Percent of GFH's Total Issued Shares for Market Making	No	For	For		For
GFH Financial Group BSC	12/29/2019	6	Approve Utilization of 140 Million Shares for Strategic Share Acquisition in Financial Institutions	No	For	Against		Against
GFH Financial Group BSC	12/29/2019	7	Other Business	No	For	Against		Against
Glenmark Pharmaceuticals Limited	09/27/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Glenmark Pharmaceuticals Limited	09/27/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Glenmark Pharmaceuticals Limited	09/27/2019	3	Approve Dividend	No	For	For		For
Glenmark Pharmaceuticals Limited	09/27/2019	4	Reelect Glenn Saldanha as Director	No	For	For		Against
Glenmark Pharmaceuticals Limited	09/27/2019	5	Reelect Cherylann Pinto as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Glenmark Pharmaceuticals Limited	09/27/2019	6	Approve Walker Chandio & Co LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Glenmark Pharmaceuticals Limited	09/27/2019	7	Elect Sona Saira Ramasastry as Director	No	For	For		For
Glenmark Pharmaceuticals Limited	09/27/2019	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		Against
Glenmark Pharmaceuticals Limited	09/27/2019	9	Approve Remuneration of Cost Auditors	No	For	For		For
Global Power Synergy Public Company Limited	08/28/2019	1	Approve Increase in Registered Capital and Amend Memorandum of Association to Reflect Increase in Registered Capital	No	For	For		For
Global Power Synergy Public Company Limited	08/28/2019	2	Approve Allocation of Newly Issued Ordinary Shares to Existing Shareholders	No	For	For		For
Global Power Synergy Public Company Limited	08/28/2019	3	Amend Articles of Association	No	For	For		For
Global Power Synergy Public Company Limited	08/28/2019	4	Other Business	No	For	Against		Against
Global Telecom Holding SAE	08/27/2019		Ordinary Business	Yes				
Global Telecom Holding SAE	08/27/2019	1	Authorize Issuance of Shares with Preemptive Rights	No	For	For		Do Not Vote
Global Telecom Holding SAE	08/27/2019	2	Authorize Chairman or CEO to Fill the Required Documents and Other Formalities	No	For	For		Do Not Vote
Global Telecom Holding SAE	08/27/2019	3	Approve Independent Advisor's Report Regarding Fair Value of Shares	No	For	For		Do Not Vote
Global Telecom Holding SAE	08/27/2019	4	Amend Articles 6 and 7 of Bylaws to Reflect Changes in Capital	No	For	For		Do Not Vote
Globaltrans Investment Plc	09/20/2019		Meeting for GDR Holders	Yes				
Globaltrans Investment Plc	09/20/2019	1	Elect Vasilis P. Hadjivassiliou as Director and Approve His Remuneration	No	For	For		For
GMR Infrastructure Limited	09/16/2019	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
GMR Infrastructure Limited	09/16/2019	2	Reelect B.V.N. Rao as Director	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
GMR Infrastructure Limited	09/16/2019	3	Approve Walker Chandio & Co LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
GMR Infrastructure Limited	09/16/2019	4	Approve Remuneration of Cost Auditors	No	For	For		For
GMR Infrastructure Limited	09/16/2019	5	Elect Madhva Bhimacharya Terdal as Director	No	For	For		For
GMR Infrastructure Limited	09/16/2019	6	Approve Appointment and Remuneration of Madhva Bhimacharya Terdal as Whole Time Director Designated as Executive Director - Strategic Initiatives	No	For	For		For
GMR Infrastructure Limited	09/16/2019	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
GMR Infrastructure Limited	09/16/2019	8	Approve Issuance of Optionally Convertible Debentures	No	For	For		For
GMR Infrastructure Limited	09/16/2019	9	Approve Amendment of Welfare Trust of GMR Infra Employees	No	For	For		For
Godrej Consumer Products Limited	08/01/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Godrej Consumer Products Limited	08/01/2019	2	Confirm Interim Dividend	No	For	For		For
Godrej Consumer Products Limited	08/01/2019	3	Reelect Nadir Godrej as Director	No	For	Against		Against
Godrej Consumer Products Limited	08/01/2019	4	Reelect Jamshyd Godrej as Director	No	For	For		For
Godrej Consumer Products Limited	08/01/2019	5	Approve Remuneration of Cost Auditors	No	For	For		For
Godrej Consumer Products Limited	08/01/2019	6	Reelect Narendra Ambwani as Director	No	For	For		For
Godrej Consumer Products Limited	08/01/2019	7	Reelect Aman Mehta as Director	No	For	Against		Against
Godrej Consumer Products Limited	08/01/2019	8	Reelect Omkar Goswami as Director	No	For	Against		Against
Godrej Consumer Products Limited	08/01/2019	9	Reelect Ireena Vittal as Director	No	For	For		Against
Godrej Consumer Products Limited	08/01/2019	10	Approve Reappointment and Remuneration of Nisaba Godrej as Whole-time Director	No	For	For		For
Godrej Consumer Products Limited	08/01/2019	11	Approve Reappointment and Remuneration of Vivek Gambhir as Managing Director & CEO	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Godrej Properties Limited	08/08/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Godrej Properties Limited	08/08/2019	2	Reelect Jamshyd N. Godrej as Director	No	For	For		For
Godrej Properties Limited	08/08/2019	3	Approve Payment of Remuneration to Pirojsha Godrej as Whole Time Director designated as Executive Chairman	No	For	For		For
Godrej Properties Limited	08/08/2019	4	Approve Remuneration of Cost Auditors	No	For	For		For
Godrej Properties Limited	08/08/2019	5	Approve Waiver of Recovery of Excess Remuneration Paid to Pirojsha Godrej as Executive Chairman	No	For	For		For
Godrej Properties Limited	08/08/2019	6	Approve Waiver of Recovery of Excess Remuneration Paid to Mohit Malhotra as Managing Director & Chief Executive Officer	No	For	For		For
Golden Eagle Retail Group Limited	10/18/2019	1	Approve 2019 Lease Agreement (Hanzhong Plaza), Annual Caps and Related Transactions	No	For	For		For
Golden Eagle Retail Group Limited	10/18/2019	2	Approve Fourth Supplemental Agreement to Lease Agreement (Total Xianlin Retail Area), Annual Caps and Related Transactions	No	For	For		For
Golden Eagle Retail Group Limited	10/18/2019	3	Approve Supplemental Lease Agreement (Golden Eagle World), Annual Caps and Related Transactions	No	For	For		For
Golden Eagle Retail Group Limited	10/18/2019	4	Approve Revised Annual Caps of the Lease Agreement (Danyang Tiandi Plaza)	No	For	For		For
Great Wall Motor Company Limited	08/09/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Great Wall Motor Company Limited	08/09/2019	1	Approve Deposits and Related Party Transaction under Listing Rules of Shanghai Stock Exchange	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Great Wall Motor Company Limited	10/25/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Great Wall Motor Company Limited	10/25/2019	1	Approve 2019 Restricted Share and Share Option Incentive Scheme (Draft) of Great Wall Motor Company Limited and Its Summary	No	For	Against		Against
Great Wall Motor Company Limited	10/25/2019	2	Approve Appraisal Measures for Implementation of the 2019 Restricted Share and Share Option Incentive Scheme of Great Wall Motor Company Limited	No	For	Against		Against
Great Wall Motor Company Limited	10/25/2019	3	Authorize Board to Deal With All Matters in Relation to the 2019 Restricted Share and the Share Option Incentive Scheme of the Company	No	For	Against		Against
Great Wall Motor Company Limited	10/25/2019		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
Great Wall Motor Company Limited	10/25/2019	1	Approve 2019 Restricted Share and Share Option Incentive Scheme (Draft) of Great Wall Motor Company Limited and Its Summary	No	For	Against		Against
Great Wall Motor Company Limited	10/25/2019	2	Approve Appraisal Measures for Implementation of the 2019 Restricted Share and Share Option Incentive Scheme of Great Wall Motor Company Limited	No	For	Against		Against
Great Wall Motor Company Limited	10/25/2019	3	Authorize Board to Deal With All Matters in Relation to the 2019 Restricted Share and the Share Option Incentive Scheme of the Company	No	For	Against		Against
Greek Organisation of Football Prognostics SA	12/13/2019		Special Meeting Agenda	Yes				
Greek Organisation of Football Prognostics SA	12/13/2019	1	Amend Corporate Purpose	No	For	For		For
Greek Organisation of Football Prognostics SA	12/13/2019	2	Ratify Director Appointments	Yes				
Greek Organisation of Football Prognostics SA	12/13/2019	3	Elect Director	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Growthpoint Properties Ltd.	11/12/2019	1.1	Present the Financial Statements and Statutory Reports for the Year Ended 30 June 2019	Yes				
Growthpoint Properties Ltd.	11/12/2019	1.2	Elect Frank Berkeley as Director	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.2	Elect John van Wyk as Director	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.2	Elect Christina Teixeira as Director	No	For	Abstain		Abstain
Growthpoint Properties Ltd.	11/12/2019	1.3	Re-elect Lynette Finlay as Director	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.3	Re-elect Sebenzile Mngconkola as Director	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.3	Re-elect Mpume Nkabinde as Director	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.4	Elect Frank Berkeley as Member of the Audit Committee	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.4	Re-elect Lynette Finlay as Member of the Audit Committee	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.4	Re-elect Nonzukiso Siyotula as Member of the Audit Committee	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.4	Elect Christina Teixeira as Member of the Audit Committee	No	For	Abstain		Abstain
Growthpoint Properties Ltd.	11/12/2019	1.5	Appoint EY as Auditors of the Company	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.6	Approve Remuneration Policy	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.6	Approve Implementation of Remuneration Policy	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.7	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.8	Authorise Directors to Issue Shares to Afford Shareholders Distribution Reinvestment Alternatives	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.9	Authorise Board to Issue Shares for Cash	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	1.1	Approve Social, Ethics and Transformation Committee Report	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	2.1	Approve Non-executive Directors' Fees	No	For	For		For
Growthpoint Properties Ltd.	11/12/2019	2.2	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Growthpoint Properties Ltd.	11/12/2019	2.3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Grupa Azoty SA	11/08/2019		Management Proposals	Yes				
Grupa Azoty SA	11/08/2019	1	Open Meeting	Yes				
Grupa Azoty SA	11/08/2019	2	Elect Meeting Chairman	No	For	For		For
Grupa Azoty SA	11/08/2019	3	Acknowledge Proper Convening of Meeting	Yes				
Grupa Azoty SA	11/08/2019	4	Approve Agenda of Meeting	No	For	For		For
Grupa Azoty SA	11/08/2019	5	Elect Members of Vote Counting Commission	No	For	For		For
Grupa Azoty SA	11/08/2019	6	Approve Acquisition of Shares in Increased Share Capital of Grupa Azoty Zaklady Chemiczne Police SA	No	For	For		For
Grupa Azoty SA	11/08/2019		Shareholder Proposals	Yes				
Grupa Azoty SA	11/08/2019	7	Approve Rules on Disposal of Fixed Assets	No	None	Against		Against
Grupa Azoty SA	11/08/2019		Management Proposals	Yes				
Grupa Azoty SA	11/08/2019	8	Close Meeting	Yes				
Grupo Financiero Inbursa SAB de CV	08/09/2019		Ordinary Business	Yes				
Grupo Financiero Inbursa SAB de CV	08/09/2019	1	Authorize Banco Inbursa SA, Institucion de Banca Multiple, Grupo Financiero Inbursa to Issue Debt Securities	No	For	Against		Against
Grupo Financiero Inbursa SAB de CV	08/09/2019	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	Against		Against
Grupo Financiero Inbursa SAB de CV	11/08/2019		Extraordinary Business	Yes				
Grupo Financiero Inbursa SAB de CV	11/08/2019	1	Amend Article 2	No	For	Against		Against
Grupo Financiero Inbursa SAB de CV	11/08/2019	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	Against		Against
Grupo Financiero Inbursa SAB de CV	11/08/2019		Ordinary Business	Yes				
Grupo Financiero Inbursa SAB de CV	11/08/2019	1	Elect or Ratify Directors and Company Secretary	No	For	Against		Against
Grupo Financiero Inbursa SAB de CV	11/08/2019	2	Elect or Ratify Members of Corporate Practices and Audit Committees	No	For	Against		Against
Grupo Financiero Inbursa SAB de CV	11/08/2019	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	Against		Against

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Guangzhou Automobile Group Co., Ltd.	08/06/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Guangzhou Automobile Group Co., Ltd.	08/06/2019	1	Approve Appointment of Auditors	No	For	For		Against
Guangzhou Automobile Group Co., Ltd.	08/06/2019	2	Approve Appointment of Internal Control Auditors	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co.	11/12/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Guangzhou Baiyunshan Pharmaceutical Holdings Co.	11/12/2019	1	Approve Guangzhou Pharmaceuticals Corporation, a Subsidiary of the Company, to Conduct Asset-Backed Securitization of Accounts Receivable	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co.	11/12/2019	2	Approve Guangzhou Pharmaceuticals Corporation, a Subsidiary of the Company, to Apply for Additional General Banking Facilities	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co.	11/12/2019	3	Approve Emoluments to be Paid to Cai Ruiyu for Year 2019	No	For	For		For
Guinness Ghana Breweries Ltd.	11/13/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Guinness Ghana Breweries Ltd.	11/13/2019	2	Approve Dividends	No	For	For		For
Guinness Ghana Breweries Ltd.	11/13/2019	3.1	Ratify Appointment of Hina Nagarajan as Director	No	For	For		For
Guinness Ghana Breweries Ltd.	11/13/2019	3.2	Reelect John Boadu as Director	No	For	For		For
Guinness Ghana Breweries Ltd.	11/13/2019	3.3	Reelect Felix Addo as Director	No	For	For		For
Guinness Ghana Breweries Ltd.	11/13/2019	4	Approve Remuneration of Non-Executive Directors	No	For	For		For
Guinness Ghana Breweries Ltd.	11/13/2019	5	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Guinness Nigeria Plc	10/23/2019		Ordinary Business	Yes				
Guinness Nigeria Plc	10/23/2019	1	Approve Dividend of NGN 1.52 per Share	No	For	For		For
Guinness Nigeria Plc	10/23/2019	2.1	Reelect Babatunde Savage as Director	No	For	For		For
Guinness Nigeria Plc	10/23/2019	2.2	Reelect Zainab Abdurrahman as Director	No	For	For		For
Guinness Nigeria Plc	10/23/2019	2.3	Reelect Bismarck Rewane as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Guinness Nigeria Plc	10/23/2019	2.4	Reelect Mark Sandys as Director	No	For	For		For
Guinness Nigeria Plc	10/23/2019	2.5	Reelect Fabian Ajogwu as Director	No	For	For		For
Guinness Nigeria Plc	10/23/2019	3	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Guinness Nigeria Plc	10/23/2019	4	Elect Members of Audit Committee	No	For	Against		Against
Guinness Nigeria Plc	10/23/2019		Special Business	Yes				
Guinness Nigeria Plc	10/23/2019	5	Approve Remuneration of Directors	No	For	For		For
Guinness Nigeria Plc	10/23/2019	6	Approve Related Party Transactions	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019		Ordinary Resolutions	Yes				
Harmony Gold Mining Co. Ltd.	11/22/2019	1	Elect Given Sibiya as Director	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	2	Elect Grathel Motau as Director	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	3	Re-elect Andre Wilkens as Director	No	For	For		Against
Harmony Gold Mining Co. Ltd.	11/22/2019	4	Re-elect Vishnu Pillay as Director	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	5	Re-elect Karabo Nondumo as Director	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	6	Re-elect Simo Lushaba as Director	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	7	Re-elect Ken Dicks as Director	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	8	Re-elect Fikile De Buck as Member of the Audit and Risk Committee	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	9	Re-elect Karabo Nondumo as Member of the Audit and Risk Committee	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	10	Re-elect Simo Lushaba as Member of the Audit and Risk Committee	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	11	Re-elect John Wetton as Member of the Audit and Risk Committee	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	12	Elect Given Sibiya as Member of the Audit and Risk Committee	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	13	Reappoint PricewaterhouseCoopers Incorporated as Auditors of the Company	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	14	Approve Remuneration Policy	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	15	Approve Implementation Report	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	16	Authorise Board to Issue Shares for Cash	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019		Special Resolutions	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Harmony Gold Mining Co. Ltd.	11/22/2019	1	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/22/2019	2	Approve Non-executive Directors' Remuneration	No	For	For		For
Hartalega Holdings Berhad	09/10/2019	1	Approve Final Dividend	No	For	For		For
Hartalega Holdings Berhad	09/10/2019	2	Approve Directors' Fees and Benefits for the Financial Year Ended March 31, 2019	No	For	For		For
Hartalega Holdings Berhad	09/10/2019	3	Approve Directors' Fees and Benefits for the Financial Year Ending March 31, 2020	No	For	For		For
Hartalega Holdings Berhad	09/10/2019	4	Elect Kuan Kam Hon @ Kwan Kam Onn as Director	No	For	For		Against
Hartalega Holdings Berhad	09/10/2019	5	Elect Danaraj A/L Nadarajah as Director	No	For	For		For
Hartalega Holdings Berhad	09/10/2019	6	Elect Tan Guan Cheong as Director	No	For	For		For
Hartalega Holdings Berhad	09/10/2019	7	Approve Deloitte PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Hartalega Holdings Berhad	09/10/2019	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Hartalega Holdings Berhad	09/10/2019	9	Authorize Share Repurchase Program	No	For	For		For
Hartalega Holdings Berhad	09/10/2019	10	Adopt New Constitution	No	For	For		For
Havells India Ltd.	07/27/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Havells India Ltd.	07/27/2019	2	Approve Final Dividend	No	For	For		For
Havells India Ltd.	07/27/2019	3	Reelect Anil Rai Gupta as Director	No	For	For		Against
Havells India Ltd.	07/27/2019	4	Reelect Rajesh Kumar Gupta as Director	No	For	For		For
Havells India Ltd.	07/27/2019	5	Approve Remuneration of Cost Auditors	No	For	For		For
Havells India Ltd.	07/27/2019	6	Approve Reappointment and Remuneration of Anil Rai Gupta as Chairman and Managing Director and the CEO	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Havells India Ltd.	07/27/2019	7	Approve Reappointment and Remuneration of Ameet Kumar Gupta as Whole-Time Director	No	For	For		For
Havells India Ltd.	07/27/2019	8	Approve Reappointment and Remuneration of Rajesh Kumar Gupta as Whole-Time Director (Finance) and Group CFO	No	For	For		For
Havells India Ltd.	07/27/2019	9	Reelect Siddhartha Pandit as Director	No	For	For		For
Havells India Ltd.	07/27/2019	10	Approve Reappointment and Remuneration of Siddhartha Pandit as Whole-Time Director	No	For	For		For
HCL Technologies Limited	08/06/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
HCL Technologies Limited	08/06/2019	2	Reelect Shiv Nadar as Director	No	For	For		Against
HCL Technologies Limited	08/06/2019	3	Approve B S R & Co. LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
HCL Technologies Limited	08/06/2019	4	Reelect R. Srinivasan as Director	No	For	For		For
HCL Technologies Limited	08/06/2019	5	Reelect S. Madhavan as Director	No	For	For		For
HCL Technologies Limited	08/06/2019	6	Reelect Robin Ann Abrams as Director	No	For	For		For
HCL Technologies Limited	08/06/2019	7	Reelect Sosale Shankara Sastry as Director	No	For	For		For
HCL Technologies Limited	08/06/2019	8	Approve Payment of Commission to Non-Executive Directors	No	For	For		For
HCL Technologies Limited	09/21/2019		Court-Ordered Meeting for Shareholders	Yes				
HCL Technologies Limited	09/21/2019	1	Approve Scheme of Arrangement and Amalgamation	No	For	For		For
HCL Technologies Limited	11/29/2019		Postal Ballot	Yes				
HCL Technologies Limited	11/29/2019	1	Increase Authorized Share Capital and Amend Memorandum of Association	No	For	For		Against
HCL Technologies Limited	11/29/2019	2	Approve Issuance of Bonus Shares	No	For	For		For
HDFC Bank Limited	07/12/2019	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
HDFC Bank Limited	07/12/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
HDFC Bank Limited	07/12/2019	3	Approve Dividend	No	For	For		For
HDFC Bank Limited	07/12/2019	4	Reelect Srikanth Nadhamuni as Director	No	For	For		For
HDFC Bank Limited	07/12/2019	5	Approve MSKA & Associates, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
HDFC Bank Limited	07/12/2019	6	Ratify Additional Remuneration for S. R. Batliboi & Co. LLP	No	For	For		For
HDFC Bank Limited	07/12/2019	7	Elect Sanjiv Sachar as Director	No	For	For		For
HDFC Bank Limited	07/12/2019	8	Elect Sandeep Parekh as Director	No	For	For		For
HDFC Bank Limited	07/12/2019	9	Elect M. D. Ranganath as Director	No	For	For		For
HDFC Bank Limited	07/12/2019	10	Approve Related Party Transactions with Housing Development Finance Corporation Limited	No	For	For		For
HDFC Bank Limited	07/12/2019	11	Approve Related Party Transactions with HDB Financial Services Limited	No	For	For		For
HDFC Bank Limited	07/12/2019	12	Authorize Issuance of Tier II Capital Bonds and Long Term Bond on Private Placement Basis	No	For	For		For
HDFC Bank Limited	07/12/2019	13	Approve Sub-Division of Equity Shares	No	For	For		For
HDFC Bank Limited	07/12/2019	14	Amend Memorandum of Association to Reflect Changes in Capital	No	For	For		For
HEG Limited	08/20/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
HEG Limited	08/20/2019	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
HEG Limited	08/20/2019	3	Reelect Riju Jhunjunwala as Director	No	For	Against		Against
HEG Limited	08/20/2019	4	Reelect Shekhar Agarwal as Director	No	For	Against		Against
HEG Limited	08/20/2019	5	Approve Reappointment and Remuneration of Ravi Jhunjunwala as Managing Director	No	For	For		For
HEG Limited	08/20/2019	6	Elect Ramni Nirula as Director	No	For	For		For
HEG Limited	08/20/2019	7	Elect Vinita Singhania as Director	No	For	Against		Against

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
HEG Limited	08/20/2019	8	Reelect Kamal Gupta as Director	No	For	For		For
HEG Limited	08/20/2019	9	Reelect Om Parkash Bahl as Director	No	For	For		For
HEG Limited	08/20/2019	10	Reelect Dharmendar Nath Davar as Director	Yes				
HEG Limited	08/20/2019	11	Approve Remuneration of Cost Auditors	No	For	For		For
Hellenic Petroleum SA	12/20/2019		Special Meeting Agenda	Yes				
Hellenic Petroleum SA	12/20/2019	1	Amend Company Articles	No	For	For		For
Hellenic Petroleum SA	12/20/2019	2	Approve Remuneration Policy	No	For	Against		Against
Hellenic Petroleum SA	12/20/2019	3	Other Business	No	For	Against		Against
Hero MotoCorp Limited	07/29/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Hero MotoCorp Limited	07/29/2019	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Hero MotoCorp Limited	07/29/2019	3	Reelect Vikram Sitaram Kasbekar as Director	No	For	For		For
Hero MotoCorp Limited	07/29/2019	4	Approve Remuneration of Cost Auditors	No	For	For		For
Hero MotoCorp Limited	07/29/2019	5	Elect Jagmohan Singh Raju as Director	No	For	For		For
Hero MotoCorp Limited	07/29/2019	6	Reelect Meleveetil Damodaran as Director	No	For	For		Against
Hero MotoCorp Limited	07/29/2019	7	Reelect Pradeep Dinodia as Director	No	For	For		Against
Hero MotoCorp Limited	07/29/2019	8	Approve Reappointment and Remuneration of Vikram Sitaram Kasbekar, Executive Director - Operations as Whole-Time Director	No	For	For		For
Hindalco Industries Limited	08/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Hindalco Industries Limited	08/30/2019	2	Approve Dividend	No	For	For		For
Hindalco Industries Limited	08/30/2019	3	Reelect Rajashree Birla as Director	No	For	Against		Against
Hindalco Industries Limited	08/30/2019	4	Approve Remuneration of Cost Auditors	No	For	For		For
Hindalco Industries Limited	08/30/2019	5	Elect Vikas Balia as Director	No	For	For		For
Hindalco Industries Limited	08/30/2019	6	Reelect K. N. Bhandari as Director	No	For	Against		Against
Hindalco Industries Limited	08/30/2019	7	Reelect Ram Charan as Director	No	For	Against		Against
Hindustan Petroleum Corporation Limited	08/21/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Hindustan Petroleum Corporation Limited	08/21/2019	2	Confirm Interim Dividend and Approve Final Dividend	No	For	For		For
Hindustan Petroleum Corporation Limited	08/21/2019	3	Reelect Vinod S. Shenoy as Director	No	For	For		For
Hindustan Petroleum Corporation Limited	08/21/2019	4	Reelect Subhash Kumar as Director	No	For	For		For
Hindustan Petroleum Corporation Limited	08/21/2019	5	Elect Sunil Kumar as Government Nominee Director	No	For	For		For
Hindustan Petroleum Corporation Limited	08/21/2019	6	Elect G. Rajendran Pillai as Director	No	For	For		For
Hindustan Petroleum Corporation Limited	08/21/2019	7	Approve Remuneration of Cost Auditors	No	For	For		For
Hindustan Petroleum Corporation Limited	08/21/2019	8	Approval Material Related Party Transactions	No	For	For		For
Hong Leong Bank Berhad	10/29/2019	1	Approve Final Dividend	No	For	For		For
Hong Leong Bank Berhad	10/29/2019	2	Approve Directors' Fees and Benefits	No	For	For		For
Hong Leong Bank Berhad	10/29/2019	3	Elect Chong Chye Neo as Director	No	For	For		For
Hong Leong Bank Berhad	10/29/2019	4	Elect Lau Souk Huan as Director	No	For	For		For
Hong Leong Bank Berhad	10/29/2019	5	Elect Tan Kong Khoon as Director	No	For	Against		Against
Hong Leong Bank Berhad	10/29/2019	6	Elect Md Hamzah bin Md Kassim as Director	No	For	For		For
Hong Leong Bank Berhad	10/29/2019	7	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Hong Leong Bank Berhad	10/29/2019	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Hong Leong Bank Berhad	10/29/2019	9	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
Hong Leong Bank Berhad	10/29/2019	10	Adopt New Constitution	No	For	For		For
Hong Leong Financial Group Berhad	10/31/2019	1	Approve Directors' Fees and Other Benefits	No	For	For		For
Hong Leong Financial Group Berhad	10/31/2019	2	Elect Saw Kok Wei as Director	No	For	For		For
Hong Leong Financial Group Berhad	10/31/2019	3	Elect Leong Ket Ti as Director	No	For	For		For
Hong Leong Financial Group Berhad	10/31/2019	4	Elect Noorma binti Raja Othman as Director	No	For	For		For
Hong Leong Financial Group Berhad	10/31/2019	5	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Hong Leong Financial Group Berhad	10/31/2019	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Hong Leong Financial Group Berhad	10/31/2019	7	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Hong Leong Company (Malaysia) Berhad ("HLCM") and Persons Connected with HLCM	No	For	For		For
Hong Leong Financial Group Berhad	10/31/2019	8	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Tower Real Estate Investment Trust ("Tower REIT")	No	For	For		For
Hong Leong Financial Group Berhad	10/31/2019	9	Adopt New Constitution	No	For	For		For
Housing Development Finance Corporation Limited	08/02/2019	1.a	Accept Financial Statements and Statutory Reports	No	For	For		For
Housing Development Finance Corporation Limited	08/02/2019	1.b	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Housing Development Finance Corporation Limited	08/02/2019	2	Approve Final Dividend	No	For	For		For
Housing Development Finance Corporation Limited	08/02/2019	3	Reelect V. Srinivasa Rangan as Director	No	For	For		For
Housing Development Finance Corporation Limited	08/02/2019	4	Authorize Board to Fix Remuneration of Auditors	No	For	For		Against
Housing Development Finance Corporation Limited	08/02/2019	5	Elect Bhaskar Ghosh as Director	No	For	For		For
Housing Development Finance Corporation Limited	08/02/2019	6	Elect Ireena Vittal as Director	No	For	For		Against
Housing Development Finance Corporation Limited	08/02/2019	7	Reelect Nasser Munjee as Director	No	For	For		Against
Housing Development Finance Corporation Limited	08/02/2019	8	Reelect J. J. Irani as Director	No	For	For		For
Housing Development Finance Corporation Limited	08/02/2019	9	Approve Related Party Transactions with HDFC Bank Limited	No	For	For		For
Housing Development Finance Corporation Limited	08/02/2019	10	Approve Commission to Non-Executive Directors	No	For	For		For
Housing Development Finance Corporation Limited	08/02/2019	11	Approve Revision in the Remuneration of Keki M. Mistry as Managing Director Designated as Vice Chairman & Chief Executive Officer	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Housing Development Finance Corporation Limited	08/02/2019	12	Authorize Issuance of Redeemable Non-Convertible Debentures and/ or Any Other Hybrid Instruments on Private Placement Basis	No	For	For		For
Huadian Power International Corporation Limited	12/24/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Huadian Power International Corporation Limited	12/24/2019		RESOLUTIONS IN RELATION TO THE PROPOSED FUEL, EQUIPMENTS AND SERVICES PURCHASE (SUPPLY) FRAMEWORK AGREEMENT WITH CHINA HUADIAN	Yes				
Huadian Power International Corporation Limited	12/24/2019	1a	Approve Purchase of Fuel and the Annual Cap	No	For	For		For
Huadian Power International Corporation Limited	12/24/2019	1b	Approve Provision of Engineering Equipments, Systems, Products, Engineering and Construction Contracting, Environmental Protection System Renovation Project, Miscellaneous and Relevant Services and the Annual Cap	No	For	For		For
Huadian Power International Corporation Limited	12/24/2019	1c	Approve Sales of Fuel and Provision of Relevant Services and the Annual Cap	No	For	For		For
Huadian Power International Corporation Limited	12/24/2019	2	Approve Proposed Finance Lease Framework Agreement, the Annual Caps and Related Transactions	Yes				
Huaneng Power International, Inc.	12/17/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Huaneng Power International, Inc.	12/17/2019	1	Approve Continuing Connected Transactions for 2020 Between the Company and Huaneng Group	No	For	For		For
Huaneng Power International, Inc.	12/17/2019	2	Approve Continuing Connected Transactions (from 2020 to 2022) Between the Company and Huaneng Finance	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Huaneng Power International, Inc.	12/17/2019	3	Approve Continuing Connected Transactions (from 2020 to 2022) Between the Company and Tiancheng Leasing	No	For	For		For
Huatai Securities Co., Ltd.	12/16/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Huatai Securities Co., Ltd.	12/16/2019	1	Approve Change of Use of Partial Proceeds from Non-Public Issuance of A Shares	No	For	For		For
Huatai Securities Co., Ltd.	12/16/2019		ELECT DIRECTORS VIA CUMULATIVE VOTING	Yes				
Huatai Securities Co., Ltd.	12/16/2019	2.1	Elect Zhang Wei as Director	No	For	For		Against
Huatai Securities Co., Ltd.	12/16/2019	2.2	Elect Zhou Yi as Director	No	For	For		Against
Huatai Securities Co., Ltd.	12/16/2019	2.3	Elect Ding Feng as Director	No	For	For		Against
Huatai Securities Co., Ltd.	12/16/2019	2.4	Elect Chen Yongbing as Director	No	For	For		Against
Huatai Securities Co., Ltd.	12/16/2019	2.5	Elect Xu Qing as Director	No	For	For		Against
Huatai Securities Co., Ltd.	12/16/2019	2.6	Elect Hu Xiao as Director	No	For	For		Against
Huatai Securities Co., Ltd.	12/16/2019	2.7	Elect Wang Tao as Director	No	For	For		Against
Huatai Securities Co., Ltd.	12/16/2019	2.8	Elect Zhu Xuebo as Director	No	For	For		Against
Huatai Securities Co., Ltd.	12/16/2019	2.9	Elect Chen Chuanming as Director	No	For	For		For
Huatai Securities Co., Ltd.	12/16/2019	2.1	Elect Lee Chi Ming as Director	No	For	For		For
Huatai Securities Co., Ltd.	12/16/2019	2.1	Elect Liu Yan as Director	No	For	For		For
Huatai Securities Co., Ltd.	12/16/2019	2.1	Elect Chen Zhibin as Director	No	For	For		For
Huatai Securities Co., Ltd.	12/16/2019	2.1	Elect Ma Qun as Director	No	For	For		For
Huatai Securities Co., Ltd.	12/16/2019		ELECT SUPERVISORS VIA CUMULATIVE VOTING	Yes				
Huatai Securities Co., Ltd.	12/16/2019	3.1	Elect Zhang Ming as Supervisor	No	For	For		For
Huatai Securities Co., Ltd.	12/16/2019	3.2	Elect Yu Lanying as Supervisor	No	For	For		For
Huatai Securities Co., Ltd.	12/16/2019	3.3	Elect Zhang Xiaohong as Supervisor	No	For	For		For
Huatai Securities Co., Ltd.	12/16/2019	3.4	Elect Fan Chunyan as Supervisor	No	For	For		For
Hugel, Inc.	11/07/2019	1	Approve Reduction in Capital	No	For	For		For
Human Soft Holding Co. KSCC	12/02/2019		Ordinary Business	Yes				
Human Soft Holding Co. KSCC	12/02/2019	1	Ratify Auditors and Fix Their Remuneration for FY 2019	No	For	For		For
Hyprop Investments Ltd.	12/02/2019		Ordinary Resolutions	Yes				
Hyprop Investments Ltd.	12/02/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Hyprop Investments Ltd.	12/02/2019	2	Elect Morne Wilken as Director	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	3	Elect Annabel Dallamore as Director	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	4.1	Re-elect Kevin Ellerine as Director	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	4.2	Re-elect Nonyameko Mandindi as Director	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	4.3	Re-elect Stewart Shaw-Taylor as Director	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	5.1	Re-elect Thabo Mokgatlha as Chairman of the Audit and Risk Committee	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	5.2	Re-elect Gavin Tipper as Member of the Audit and Risk Committee	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	5.3	Re-elect Zuleka Jasper as Member of the Audit and Risk Committee	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	5.4	Re-elect Stewart Shaw-Taylor as Member of the Audit and Risk Committee	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	5.5	Elect Annabel Dallamore as Member of the Audit and Risk Committee	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	6	Reappoint KPMG Inc as Auditors of the Company with Tracy Middlemiss as Designated Audit Partner	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	7	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	8	Authorise Board to Issue Shares for Cash	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	9	Authorise Issue of Shares Pursuant to a Reinvestment Option	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	10	Approve Remuneration Policy	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	11	Approve Remuneration Implementation Report	No	For	For		For
Hyprop Investments Ltd.	12/02/2019		Special Resolutions	Yes				
Hyprop Investments Ltd.	12/02/2019	1	Authorise Repurchase of Issued Share Capital	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	2	Approve Financial Assistance to Related and Inter-related Parties	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	3.1	Approve Fees of the Board Chairman	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Hyprop Investments Ltd.	12/02/2019	3.1	Approve Fees of Non-executive Directors	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	3.1	Approve Fees of the Audit and Risk Committee Chairman	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	3.1	Approve Fees of the Audit and Risk Committee Members	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	3.1	Approve Fees of the Remuneration and Nomination Committee Chairman	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	3.1	Approve Fees of the Remuneration and Nomination Committee Members	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	3.1	Approve Fees of the Social and Ethics Committee Chairman	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	3.1	Approve Fees of the Social and Ethics Committee Members	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	3.1	Approve Fees of the Investment Committee Chairman	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	3.1	Approve Fees of the Investment Committee Members	No	For	For		For
Hyprop Investments Ltd.	12/02/2019	3.2	Approve Annual Increase to Non-executive Directors' Fees	No	For	For		For
Hyprop Investments Ltd.	12/02/2019		Continuation of Ordinary Resolutions	Yes				
Hyprop Investments Ltd.	12/02/2019	12	Authorise Ratification of Approved Resolutions	No	For	For		For
ICICI Bank Limited	08/09/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
ICICI Bank Limited	08/09/2019	2	Approve Dividend	No	For	For		For
ICICI Bank Limited	08/09/2019	3	Reelect Anup Bagchi as Director	No	For	For		For
ICICI Bank Limited	08/09/2019	4	Approve Walker Chandiook & Co LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
ICICI Bank Limited	08/09/2019	5	Approve Branch Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
ICICI Bank Limited	08/09/2019	6	Elect Hari L. Mundra as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ICICI Bank Limited	08/09/2019	7	Elect Rama Bijapurkar as Director	No	For	For		For
ICICI Bank Limited	08/09/2019	8	Elect B. Sriram as Director	No	For	For		For
ICICI Bank Limited	08/09/2019	9	Elect Subramanian Madhavan as Director	No	For	For		For
ICICI Bank Limited	08/09/2019	10	Approve Appointment and Remuneration of Sandeep Bakhshi as Managing Director & Chief Executive Officer	No	For	For		For
ICICI Bank Limited	08/09/2019	11	Elect Sandeep Batra as Director	No	For	For		For
ICICI Bank Limited	08/09/2019	12	Approve Appointment and Remuneration of Sandeep Batra as Wholetime Director (designated as Executive Director)	No	For	For		For
ICICI Bank Limited	08/09/2019	13	Approve Revision in the Remuneration of N. S. Kannan as Executive Director	No	For	For		For
ICICI Bank Limited	08/09/2019	14	Approve Revision in the Remuneration of Vishakha Mulye as Executive Director	No	For	For		For
ICICI Bank Limited	08/09/2019	15	Approve Revision in the Remuneration of Vijay Chandok as Executive Director	No	For	For		For
ICICI Bank Limited	08/09/2019	16	Approve Revision in the Remuneration of Anup Bagchi as Executive Director	No	For	For		For
ICICI Bank Limited	08/09/2019	17	Amend Memorandum of Association	No	For	For		For
ICICI Bank Limited	08/09/2019	18	Adopt New Articles of Association	No	For	For		For
IHH Healthcare Berhad	12/09/2019	1	Approve Proposed Acquisition	No	For	For		For
IJM Corporation Berhad	08/28/2019	1	Elect David Frederick Wilson as Director	No	For	For		For
IJM Corporation Berhad	08/28/2019	2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
IJM Corporation Berhad	08/28/2019	3	Approve Directors' Fees	No	For	For		For
IJM Corporation Berhad	08/28/2019	4	Approve Directors' Benefits	No	For	For		For
IJM Corporation Berhad	08/28/2019	5	Approve Directors' Fees and Meeting Allowance by a Subsidiary	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
IJM Corporation Berhad	08/28/2019	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
IJM Corporation Berhad	08/28/2019	7	Approve Share Repurchase Program	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019		Ordinary Resolutions	Yes				
Impala Platinum Holdings Ltd.	10/22/2019	1	Appoint Deloitte as Auditors of the Company	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	2.1	Re-elect Peter Davey as Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	2.2	Elect Boitumelo Koshane as Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	2.3	Re-elect Alastair Macfarlane as Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	2.4	Re-elect Babalwa Ngonyama as Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	2.5	Re-elect Dr Mandla Gantsho as Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	3.1	Re-elect Dawn Earp as Member of the Audit Committee	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	3.2	Re-elect Peter Davey as Member of the Audit Committee	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	3.3	Re-elect Preston Speckmann as Member of the Audit Committee	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	4	Approve Remuneration Policy	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	5	Approve Remuneration Implementation Report	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019		Special Resolutions	Yes				
Impala Platinum Holdings Ltd.	10/22/2019	1.1	Approve Fees of the Chairperson of the Board	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	1.2	Approve Fees of the Lead Independent Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	1.3	Approve Fees of the Non-executive Directors	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	1.4	Approve Fees of the Audit Committee Chairperson	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	1.5	Approve Fees of the Audit Committee Member	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	1.6	Approve Fees of the Social, Transformation and Remuneration Committee Chairperson	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Impala Platinum Holdings Ltd.	10/22/2019	1.7	Approve Fees of the Social, Transformation and Remuneration Committee Member	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	1.8	Approve Fees of the Nominations, Governance and Ethics Committee Member	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	1.9	Approve Fees of the Health, Safety, Environment and Risk Committee Chairperson	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	1.1	Approve Fees of the Health, Safety, Environment and Risk Committee Member	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	1.1	Approve Fees of the Capital Allocation and Investment Committee Chairperson	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	1.1	Approve Fees of the Capital Allocation and Investment Committee Member	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	1.1	Approve Fees for Ad Hoc Meetings	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	2	Approve 6 per cent Structural Adjustment to the Remuneration of Non-executive Directors and Board Committees	No	For	For		For
Impala Platinum Holdings Ltd.	10/22/2019	3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	2	Reappoint Deloitte & Touche as Auditors of the Company with MLE Tshabalala as the Designated Partner	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	3.1	Re-elect Peter Cooper as Member of the Audit and Risk Committee	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	3.2	Re-elect Graham Dempster as Member of the Audit and Risk Committee	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	3.3	Elect Bridget Radebe as Member of the Audit and Risk Committee	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Imperial Logistics Ltd.	10/30/2019	3.4	Re-elect Roderick Sparks as Member of the Audit and Risk Committee	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	4.1	Elect George de Beer as Director	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	4.2	Elect Dirk Reich as Director	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	4.3	Elect Bridget Radebe as Director	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	5.1	Re-elect Graham Dempster as Director	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	5.2	Re-elect Roderick Sparks as Director	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	6	Approve Remuneration Policy	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	7	Approve Implementation of Remuneration Policy	No	For	Against		Against
Imperial Logistics Ltd.	10/30/2019	8.1	Approve Fees of the Chairman	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.2	Approve Fees of the Deputy Chairman and Lead Independent Director	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.3	Approve Fees of the Board Member	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.4	Approve Fees of the Assets and Liabilities Committee Chairman	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.5	Approve Fees of the Assets and Liabilities Committee Member	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.6	Approve Fees of the Audit and Risk Committee Chairman	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.7	Approve Fees of the Audit and Risk Committee Member	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.8	Approve Fees of the Divisional Board Chairman	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.9	Approve Fees of the Divisional Board Member	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.1	Approve Fees of the Divisional Finance and Risk Committee Chairman	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.1	Approve Fees of the Divisional Finance and Risk Committee Member	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.1	Approve Fees of the Remuneration Committee Chairman	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.1	Approve Fees of the Remuneration Committee Member	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Imperial Logistics Ltd.	10/30/2019	8.1	Approve Fees of the Nomination Committee Chairman	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.1	Approve Fees of the Nomination Committee Member	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.1	Approve Fees of the Social, Ethics and Sustainability Committee Chairman	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	8.1	Approve Fees of the Social, Ethics and Sustainability Committee Member	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	9	Authorise Repurchase of Issued Share Capital	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	10	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	11	Authorise Board to Issue Shares for Cash	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	12	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
Imperial Logistics Ltd.	10/30/2019	13	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Impulsora del Desarrollo y el Empleo en America Lat	08/12/2019		Ordinary Business	Yes				
Impulsora del Desarrollo y el Empleo en America Lat	08/12/2019	1	Approve, Ratify and Inform on Fulfillment and Formalization of Conditions for Purchasing and Selling of Shares in Subsidiary of Company	No	For	For		For
Impulsora del Desarrollo y el Empleo en America Lat	08/12/2019	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Inari Amertron Berhad	11/27/2019		Ordinary Resolutions	Yes				
Inari Amertron Berhad	11/27/2019	1	Approve Directors' Fees	No	For	For		For
Inari Amertron Berhad	11/27/2019	2	Approve Directors' Benefits	No	For	For		For
Inari Amertron Berhad	11/27/2019	3	Elect Tan Seng Chuan as Director	No	For	For		Against
Inari Amertron Berhad	11/27/2019	4	Elect Ho Phon Guan as Director	No	For	For		Against
Inari Amertron Berhad	11/27/2019	5	Elect Mai Mang Lee as Director	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Inari Amertron Berhad	11/27/2019	6	Approve Grant Thornton Malaysia as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Inari Amertron Berhad	11/27/2019	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Inari Amertron Berhad	11/27/2019	8	Authorize Share Repurchase Program	No	For	For		For
Inari Amertron Berhad	11/27/2019	9	Approve Kemala Tengku Hajjah Aishah Binti Al-Marhum Sultan Haji Ahmad Shah to Continue Office as Independent Non-Executive Director	No	For	For		For
Inari Amertron Berhad	11/27/2019	10	Approve Oh Seong Lye to Continue Office as Independent Non-Executive Director	No	For	For		For
Inari Amertron Berhad	11/27/2019		Special Resolution	Yes				
Inari Amertron Berhad	11/27/2019	1	Adopt New Constitution	No	For	For		For
Indiabulls Housing Finance Limited	08/28/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Indiabulls Housing Finance Limited	08/28/2019	2	Approve Payment of Interim Dividend	No	For	For		For
Indiabulls Housing Finance Limited	08/28/2019	3	Reelect Sachin Chaudhary as Director	No	For	For		For
Indiabulls Housing Finance Limited	08/28/2019	4	Elect Satish Chand Mathur as Director	No	For	For		For
Indiabulls Housing Finance Limited	08/28/2019	5	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	No	For	For		For
Indiabulls Housing Finance Limited	08/28/2019	6	Approve Shifting of Registered Office of the Company and Amend Memorandum of Association	No	For	For		For
Indiabulls Housing Finance Limited	12/23/2019		Postal Ballot	Yes				
Indiabulls Housing Finance Limited	12/23/2019	1	Approve Issuance of Non-Convertible Debentures along with Warrants to Qualified Institutional Buyers	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Indiabulls Housing Finance Limited	12/23/2019	2	Approve Indiabulls Housing Finance Limited - Employee Stock Benefit Scheme 2019 and Grant of Employee Stock Options and/or Shares and/or Stock Appreciation Rights to Employees of the Company	No	For	For		For
Indiabulls Housing Finance Limited	12/23/2019	3	Approve Grant Employee Stock Options and/or Shares and/or Stock Appreciation Rights to Employee of Subsidiary Company (ies) under Indiabulls Housing Finance Limited - Employee Stock Benefit Scheme 2019	No	For	For		For
Indiabulls Housing Finance Limited	12/23/2019	4	Approve Grant of Employee Stock Options and/or Shares and/or Stock Appreciation Rights to Employees of the Company and Subsidiary Company (ies) by way of Secondary Acquisition under Indiabulls Housing Finance Limited - Employee Stock Benefit Scheme 2019	No	For	For		For
Indiabulls Housing Finance Limited	12/23/2019	5	Approve Trust Route for Implementation of Indiabulls Housing Finance Limited - Employees Stock Benefit Scheme 2019	No	For	For		For
Indiabulls Housing Finance Limited	12/23/2019	6	Approve Provision of Money for Purchase of Its Own Shares by the Trust/Trustees for Benefit of Employees under Indiabulls Housing Finance Limited - Employee Stock Benefit Scheme 2019	No	For	For		For
Indiabulls Housing Finance Limited	12/23/2019	7	Approve Grant of Employee Stock Options and/or Shares and/or Stock Appreciation Rights to Identified Employees During Any One Year, Equal to or Exceeding One Percent of the Issued Capital of the Company	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Indiabulls Real Estate Limited	09/28/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Indiabulls Real Estate Limited	09/28/2019	2	Reelect Gurbans Singh as Director	No	For	For		For
Indiabulls Real Estate Limited	09/28/2019	3	Approve Walker Chandiook & Co LLP, Chartered Accountants, as Statutory Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Indiabulls Real Estate Limited	09/28/2019	4	Approve Reappointment and Remuneration of Narendra Gehlaut as Executive Director and Key Managerial Personnel Designated as Vice Chairman	No	For	Against		Against
Indiabulls Real Estate Limited	09/28/2019	5	Approve Reappointment and Remuneration of Gurbans Singh as Executive Director and Key Managerial Personnel Designated as Joint Managing Director	No	For	For		For
Indiabulls Real Estate Limited	09/28/2019	6	Approve Reappointment and Remuneration of Vishal Gaurishankar Damani as Executive Director and Key Managerial Personnel Designated as Joint Managing Director	No	For	For		For
Indiabulls Real Estate Limited	09/28/2019	7	Elect Praveen Kumar Tripathi as Director	No	For	For		For
Indiabulls Real Estate Limited	09/28/2019	8	Elect Gurinder Singh as Director	No	For	For		For
Indiabulls Real Estate Limited	09/28/2019	9	Approve Divestment of London Property	No	For	For		For
Indiabulls Real Estate Limited	09/28/2019	10	Approve Issuance of Non-Convertible Debentures and/or Bonds on Private Placement Basis	No	For	For		For
Indian Oil Corporation Limited	08/28/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Indian Oil Corporation Limited	08/28/2019	2	Declare Final Dividend and Confirm Interim Dividend	No	For	For		For
Indian Oil Corporation Limited	08/28/2019	3	Reelect S. S. V. Ramakumar as Director	No	For	Against		Against

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Indian Oil Corporation Limited	08/28/2019	4	Reelect Ranjan Kumar Mohapatra as Director	No	For	Against		Against
Indian Oil Corporation Limited	08/28/2019	5	Reelect Parindu K. Bhagat as Director	No	For	For		For
Indian Oil Corporation Limited	08/28/2019	6	Approve Remuneration of Cost Auditors	No	For	For		For
Indian Oil Corporation Limited	08/28/2019	7	Approve Corporate Guarantees to Banks on behalf of IndianOil-Adani Gas Pvt. Ltd., a Joint Venture Company	No	For	For		For
Indraprastha Gas Limited	09/24/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Indraprastha Gas Limited	09/24/2019	2	Approve Dividend	No	For	For		For
Indraprastha Gas Limited	09/24/2019	3	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Indraprastha Gas Limited	09/24/2019	4	Elect Gajendra Singh as Director	No	For	For		Against
Indraprastha Gas Limited	09/24/2019	5	Approve Reappointment and Remuneration of E. S. Ranganathan as Managing Director on Whole-time Basis	No	For	For		For
Indraprastha Gas Limited	09/24/2019	6	Elect Amit Garg as Director	No	For	For		For
Indraprastha Gas Limited	09/24/2019	7	Approve Appointment and Remuneration of Amit Garg as Director (Commercial)	No	For	For		For
Indraprastha Gas Limited	09/24/2019	8	Elect Rajendra Natekar Pushparaj as Director	No	For	For		Against
Indraprastha Gas Limited	09/24/2019	9	Elect Rajeev Verma as Director	No	For	For		For
Indraprastha Gas Limited	09/24/2019	10	Elect Saroj Bala as Director	No	For	For		For
Indraprastha Gas Limited	09/24/2019	11	Elect Akhilesh Kumar Ambasht as Director	No	For	For		For
Indraprastha Gas Limited	09/24/2019	12	Elect Rajib Sekhar Sahoo as Director	No	For	For		For
Indraprastha Gas Limited	09/24/2019	13	Elect Ramesh Narain Misra as Director	No	For	For		For
Indraprastha Gas Limited	09/24/2019	14	Elect Deepak Mishra as Director	No	For	For		For
Indraprastha Gas Limited	09/24/2019	15	Approve Remuneration of Cost Auditors	No	For	For		For
Indraprastha Gas Limited	09/24/2019	16	Approve Material Related Party Transactions	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Indus Motor Company Ltd.	10/08/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Indus Motor Company Ltd.	10/08/2019	2	Approve Final Cash Dividend	No	For	For		For
Indus Motor Company Ltd.	10/08/2019	3	Approve A.F. Ferguson and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	Against		Against
Indus Motor Company Ltd.	10/08/2019	4	Other Business	No	For	Against		Against
Indus Motor Company Ltd.	10/08/2019	5	Authorize Distribution of Annual Audited Accounts, Meeting Notices and Other Information in Soft Form	No	For	For		For
IndusInd Bank Limited	08/16/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
IndusInd Bank Limited	08/16/2019	2	Approve Dividend	No	For	For		For
IndusInd Bank Limited	08/16/2019	3	Reelect Romesh Sobti as Director	No	For	For		For
IndusInd Bank Limited	08/16/2019	4	Approve Haribhakti & Co. LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
IndusInd Bank Limited	08/16/2019	5	Elect Akila Krishnakumar as Director	No	For	For		For
IndusInd Bank Limited	08/16/2019	6	Elect Arun Tiwari as Director	No	For	For		For
IndusInd Bank Limited	08/16/2019	7	Elect Siraj Chaudhry as Director	No	For	For		For
IndusInd Bank Limited	08/16/2019	8	Elect Rajiv Agarwal as Director	No	For	For		For
IndusInd Bank Limited	08/16/2019	9	Approve Issuance of Long Term Bond / Non-Convertible Debentures on Private Placement Basis	No	For	For		For
Industrial & Commercial Bank of China Limited	11/22/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Industrial & Commercial Bank of China Limited	11/22/2019	1	Elect Gu Shu as Director	No	For	For		Against
Industrial & Commercial Bank of China Limited	11/22/2019	2	Approve Payment Plan of Remuneration to Directors for 2018	No	For	For		For
Industrial & Commercial Bank of China Limited	11/22/2019	3	Approve Payment Plan of Remuneration to Supervisors for 2018	No	For	For		For
Industrial & Commercial Bank of China Limited	11/22/2019	4	Approve Application for Provisional Authorization Limit on External Donations	No	For	For		For
Industrial & Commercial Bank of China Limited	11/22/2019	5	Elect Cao Liqun as Director	No	For	For		Against
Industrial & Commercial Bank of China Limited	11/22/2019	6	Elect Feng Weidong as Director	No	For	For		Against
Infraestructura Energetica Nova SAB de CV	11/29/2019		Ordinary Business	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Infraestructura Energetica Nova SAB de CV	11/29/2019	1	Ratify or Elect Directors and Secretary	No	For	For		For
Infraestructura Energetica Nova SAB de CV	11/29/2019	1.a	Dismiss Erbin Brian Keith as Director	No	For	For		For
Infraestructura Energetica Nova SAB de CV	11/29/2019	1.b	Ratify George William Bilicic as Director to Replace Erbin Brian Keith	No	For	For		For
Infraestructura Energetica Nova SAB de CV	11/29/2019	1.c	Dismiss Rodrigo Cortina Cortina as Secretary Non-Member of Board	No	For	For		For
Infraestructura Energetica Nova SAB de CV	11/29/2019	1.d	Elect Vanesa Madero Mabama as Secretary Non-Member of Board	No	For	For		For
Infraestructura Energetica Nova SAB de CV	11/29/2019	2	Approve Cancellation of Shares and Consequently Reduction of Variable Portion of Capital	No	For	For		For
Infraestructura Energetica Nova SAB de CV	11/29/2019	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
InterGlobe Aviation Limited	08/27/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
InterGlobe Aviation Limited	08/27/2019	2	Approve Final Dividend	No	For	For		For
InterGlobe Aviation Limited	08/27/2019	3	Reelect Rahul Bhatia as Director	No	For	For		Against
InterGlobe Aviation Limited	08/27/2019	4	Approve S.R. Batliboi & Co. LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
InterGlobe Aviation Limited	08/27/2019	5	Elect Meleveetil Damodaran as Director	No	For	For		Against
InterGlobe Aviation Limited	08/27/2019	6	Elect Anil Parashar as Director	No	For	For		Against
InterGlobe Aviation Limited	08/27/2019	7	Approve Payment of Profit Related Commission to Independent Directors	No	For	For		For
InterGlobe Aviation Limited	08/27/2019	8	Approve Extension of Travel Benefits to Non-Executive Directors	No	For	For		For
InterGlobe Aviation Limited	08/27/2019	9	Amend Articles of Association - Board Related	No	For	Against		Against
Inversiones Aguas Metropolitanas SA	07/24/2019	1	Revoke Directors and Elect New Ones	No	For	Against		Against
Investec Ltd.	08/08/2019		Common Business: Investec plc and Investec Limited	Yes				
Investec Ltd.	08/08/2019	1	Re-elect Zarina Bassa as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Investec Ltd.	08/08/2019	2	Re-elect Peregrine Crosthwaite as Director	No	For	For		For
Investec Ltd.	08/08/2019	3	Re-elect Hendrik du Toit as Director	No	For	For		For
Investec Ltd.	08/08/2019	4	Re-elect David Friedland as Director	No	For	For		For
Investec Ltd.	08/08/2019	5	Re-elect Philip Hourquebie as Director	No	For	For		For
Investec Ltd.	08/08/2019	6	Re-elect Charles Jacobs as Director	No	For	For		For
Investec Ltd.	08/08/2019	7	Re-elect Ian Kantor as Director	No	For	For		For
Investec Ltd.	08/08/2019	8	Re-elect Lord Malloch-Brown as Director	No	For	For		For
Investec Ltd.	08/08/2019	9	Re-elect Khumo Shuenyane as Director	No	For	For		For
Investec Ltd.	08/08/2019	10	Re-elect Fani Titi as Director	No	For	For		For
Investec Ltd.	08/08/2019	11	Elect Kim McFarland as Director	No	For	For		For
Investec Ltd.	08/08/2019	12	Elect Nishlan Samujh as Director	No	For	For		For
Investec Ltd.	08/08/2019	13	Approve Remuneration Report including Implementation Report	No	For	For		For
Investec Ltd.	08/08/2019	14	Approve Remuneration Policy	No	For	For		For
Investec Ltd.	08/08/2019	15	Authorise Board to Ratify and Execute Approved Resolutions	No	For	For		For
Investec Ltd.	08/08/2019		Ordinary Business: Investec Limited	Yes				
Investec Ltd.	08/08/2019	16	Present the Financial Statements and Statutory Reports for the Year Ended 31 March 2019	Yes				
Investec Ltd.	08/08/2019	17	Sanction the Interim Dividend on the Ordinary Shares	No	For	For		For
Investec Ltd.	08/08/2019	18	Sanction the Interim Dividend on the Dividend Access (South African Resident) Redeemable Preference Share	No	For	For		For
Investec Ltd.	08/08/2019	19	Approve Final Dividend on the Ordinary Shares and the Dividend Access (South African Resident) Redeemable Preference Share	No	For	For		For
Investec Ltd.	08/08/2019	20	Reappoint Ernst & Young Inc as Joint Auditors of the Company	No	For	For		For
Investec Ltd.	08/08/2019	21	Reappoint KPMG Inc as Joint Auditors of the Company	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Investec Ltd.	08/08/2019		Special Business: Investec Limited	Yes				
Investec Ltd.	08/08/2019	22	Place Unissued Variable Rate, Cumulative, Redeemable Preference Shares and Unissued Non-Redeemable, Non-Cumulative, Non-Participating Preference Shares Under Control of Directors	No	For	For		For
Investec Ltd.	08/08/2019	23	Place Unissued Unissued Special Convertible Redeemable Preference Shares Under Control of Directors	No	For	For		For
Investec Ltd.	08/08/2019	24	Authorise Repurchase of Issued Ordinary Shares	No	For	For		For
Investec Ltd.	08/08/2019	25	Authorise Repurchase of Any Redeemable, Non-Participating Preference Shares and Non-Redeemable, Non-Cumulative, Non-Participating Preference Shares	No	For	For		For
Investec Ltd.	08/08/2019	26	Approve Financial Assistance to Subsidiaries and Directors	No	For	For		For
Investec Ltd.	08/08/2019	27	Approve Non-executive Directors' Remuneration	No	For	For		For
Investec Ltd.	08/08/2019		Ordinary Business: Investec plc	Yes				
Investec Ltd.	08/08/2019	28	Accept Financial Statements and Statutory Reports	No	For	For		For
Investec Ltd.	08/08/2019	29	Sanction the Interim Dividend on the Ordinary Shares	No	For	For		For
Investec Ltd.	08/08/2019	30	Approve Final Dividend	No	For	For		For
Investec Ltd.	08/08/2019	31	Reappoint Ernst & Young LLP as Auditors	No	For	For		For
Investec Ltd.	08/08/2019	32	Authorise Board to Fix Remuneration of Auditors	No	For	For		For
Investec Ltd.	08/08/2019		Special Business: Investec plc	Yes				
Investec Ltd.	08/08/2019	33	Authorise Issue of Equity	No	For	For		For
Investec Ltd.	08/08/2019	34	Authorise Market Purchase of Ordinary Shares	No	For	For		For
Investec Ltd.	08/08/2019	35	Authorise Market Purchase of Preference Shares	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Investec Ltd.	08/08/2019	36	Authorise EU Political Donations and Expenditure	No	For	For		For
IOI Corp. Bhd.	10/25/2019		Ordinary Resolutions	Yes				
IOI Corp. Bhd.	10/25/2019	1	Approve Final Dividend	No	For	For		For
IOI Corp. Bhd.	10/25/2019	2	Elect Peter Chin Fah Kui as Director	No	For	For		For
IOI Corp. Bhd.	10/25/2019	3	Elect Lee Yeow Seng as Director	No	For	Against		Against
IOI Corp. Bhd.	10/25/2019	4	Approve Directors' Fees (Inclusive of Board Committees' Fees)	No	For	For		For
IOI Corp. Bhd.	10/25/2019	5	Approve Directors' Benefits (Other than Directors' Fees)	No	For	For		For
IOI Corp. Bhd.	10/25/2019	6	Approve BDO PLT as Auditors and Authorize Audit and Risk Management Committee to Fix Their Remuneration	No	For	For		Against
IOI Corp. Bhd.	10/25/2019	7	Approve Karownakaran @ Karunakaran a/l Ramasamy to Continue Office as Independent Non-Executive Director	No	For	For		For
IOI Corp. Bhd.	10/25/2019	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
IOI Corp. Bhd.	10/25/2019	9	Authorize Share Repurchase Program	No	For	For		For
IOI Corp. Bhd.	10/25/2019	10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
IOI Corp. Bhd.	10/25/2019	11	Approve Gratuity Payment to Lee Shin Cheng	No	For	For		For
IOI Corp. Bhd.	10/25/2019		Special Resolution	Yes				
IOI Corp. Bhd.	10/25/2019	1	Adopt New Constitution	No	For	For		For
IOI Properties Group Berhad	11/06/2019		Ordinary Resolutions	Yes				
IOI Properties Group Berhad	11/06/2019	1	Elect Tan Kim Leong as Director	No	For	For		For
IOI Properties Group Berhad	11/06/2019	2	Elect Lee Yeow Seng as Director	No	For	For		For
IOI Properties Group Berhad	11/06/2019	3	Approve Directors' Fees (Inclusive of Board Committees' Fees)	No	For	For		For
IOI Properties Group Berhad	11/06/2019	4	Approve Directors' Benefits (Excluding Directors' Fees)	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
IOI Properties Group Berhad	11/06/2019	5	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
IOI Properties Group Berhad	11/06/2019	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
IOI Properties Group Berhad	11/06/2019	7	Authorize Share Repurchase Program	No	For	For		For
IOI Properties Group Berhad	11/06/2019	8	Approve Gratuity Payment to Lee Shin Cheng	No	For	For		For
IOI Properties Group Berhad	11/06/2019		Special Resolution	Yes				
IOI Properties Group Berhad	11/06/2019	1	Adopt New Constitution	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019		Meeting for GDR Holders	Yes				
IRSA Inversiones y Representaciones SA	10/30/2019		Ordinary and Extraordinary Meeting Agenda - Items 12 to 17 are Extraordinary	Yes				
IRSA Inversiones y Representaciones SA	10/30/2019	1	Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	2	Consider Financial Statements and Statutory Reports	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	3	Approve Treatment of Net Loss of ARS 25.45 Billion; Decrease Special Reserve to Absorb Losses; Approve Cash Dividends	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	4	Consider Discharge of Directors	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	5	Consider Discharge of Internal Statutory Auditors Committee (Comision Fiscalizadora)	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	6	Consider Remuneration of Directors in the Amount of ARS 51.82 Million	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	7	Consider Remuneration of Internal Statutory Auditors Committee (Comision Fiscalizadora) in the Amount of ARS 1.26 Million	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	8	Elect Directors and Alternates for Three-Year Term	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
IRSA Inversiones y Representaciones SA	10/30/2019	9	Elect Principal and Alternate Members of Internal Statutory Auditors Committee (Comision Fiscalizadora) for One-Year Term	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	10	Appoint Auditors for Next Fiscal Year	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	11	Approve Remuneration of Auditors in the Amount of ARS 12.82 Million	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	12	Consider Budget of Audit Committee and Compliance and Corporate Governance Program	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	13	Increase Amount of Global Program Approved by General Meeting on October 31, 2017 for Issuance of Non-Convertible Negotiable Bonds by up to USD 250 Million	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	14	Authorize Board to Implement Increase and or Reduction of Amount of Global Program and Set Terms and Conditions of Such Program	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	15	Authorize Capital Increase via Issuance of up to 200 Million Shares, Convertible Bonds and or Warrants with Preemptive Rights	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	16	Authorize Board to Set Terms and Conditions of Issuance of Convertible Bonds and or Warrants with Preemptive Rights	No	For	For		For
IRSA Inversiones y Representaciones SA	10/30/2019	17	Approve Incentive Plan for Employees, Management and Directors	No	For	Against		Against
IRSA Inversiones y Representaciones SA	10/30/2019	18	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
IRSA Inversiones y Representaciones SA	12/12/2019		Meeting for GDR Holders	Yes				
IRSA Inversiones y Representaciones SA	12/12/2019		Ordinary and Extraordinary Meeting Agenda - Item 2 is Extraordinary	Yes				
IRSA Inversiones y Representaciones SA	12/12/2019	1	Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
IRSA Inversiones y Representaciones SA	12/12/2019	2	Amend Article 12	No	For	Against		Against
IRSA Inversiones y Representaciones SA	12/12/2019	3	Fix Number of and Elect Directors and Alternates for a Three-Year Term	No	For	Against		Against
IRSA Inversiones y Representaciones SA	12/12/2019	4	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
ITC Limited	07/12/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
ITC Limited	07/12/2019	2	Approve Dividend	No	For	For		For
ITC Limited	07/12/2019	3	Reelect David Robert Simpson as Director	No	For	For		For
ITC Limited	07/12/2019	4	Reelect John Pulinthanam as Director	No	For	For		For
ITC Limited	07/12/2019	5	Approve S R B C & CO LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
ITC Limited	07/12/2019	6	Elect Hemant Bhargava as Director	No	For	For		Against
ITC Limited	07/12/2019	7	Elect Sumant Bhargavan as Director and Approve Appointment and Remuneration of Sumant Bhargavan as Wholetime Director	No	For	For		For
ITC Limited	07/12/2019	8	Reelect Arun Duggal as Director	No	For	For		For
ITC Limited	07/12/2019	9	Reelect Sunil Behari Mathur as Director	No	For	For		For
ITC Limited	07/12/2019	10	Reelect Meera Shankar as Director	No	For	For		For
ITC Limited	07/12/2019	11	Approve Remuneration of P. Raju Iyer as Cost Auditors	No	For	For		For
ITC Limited	07/12/2019	12	Approve Remuneration of S. Mahadevan & Co. as Cost Auditors	No	For	For		For
ITC Limited	09/23/2019		Postal Ballot	Yes				
ITC Limited	09/23/2019	1	Elect Ajit Kumar Seth as Director	No	For	For		For
ITC Limited	09/23/2019	2	Elect Anand Nayak as Director	No	For	For		For
ITC Limited	09/23/2019	3	Approve Variation in Terms of Remuneration Payable to Chairman & Managing Director and Wholetime Directors	No	For	For		For
Ithmaar Holding BSC	08/29/2019		Ordinary Business	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Ithmaar Holding BSC	08/29/2019	1	Approve Minutes of Previous Meeting Held on March 25, 2019	No	For	For		For
Ithmaar Holding BSC	08/29/2019	2	Approve Delisting of the Company's Shares from Kuwait Stock Exchange	No	For	For		For
Ithmaar Holding BSC	08/29/2019	3	Authorize Board to Ratify and Execute Item 2	No	For	For		For
Ithmaar Holding BSC	08/29/2019	4	Other Business	No	For	Against		Against
Jain Irrigation Systems Ltd.	09/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Jain Irrigation Systems Ltd.	09/30/2019	2	Approve Dividend	No	For	For		For
Jain Irrigation Systems Ltd.	09/30/2019	3	Reelect Atul B. Jain as Director	No	For	For		For
Jain Irrigation Systems Ltd.	09/30/2019	4	Approve Remuneration of Cost Auditors	No	For	For		For
Jain Irrigation Systems Ltd.	09/30/2019	5	Reelect Harish Chandra Prasad Singh as Director	No	For	For		For
Jain Irrigation Systems Ltd.	09/30/2019	6	Reelect Ghanshyam Dass as Director	No	For	For		For
Jain Irrigation Systems Ltd.	09/30/2019	7	Reelect Radhika C. Pereira as Director	No	For	For		For
Jain Irrigation Systems Ltd.	09/30/2019	8	Elect Johannes Bastiaan Boudewijn Mohrmann as Director	No	For	For		For
Jain Irrigation Systems Ltd.	12/27/2019		Agenda for the Adjourned Annual General Meeting	Yes				
Jain Irrigation Systems Ltd.	12/27/2019	2	Approve Dividend	No	For	Against		Against
Jay Mart Public Company Limited	09/18/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
Jay Mart Public Company Limited	09/18/2019	2	Approve Dividend Payment	No	For	For		For
Jay Mart Public Company Limited	09/18/2019	3	Approve Decrease of Registered Capital and Amend Memorandum of Association to Reflect Decrease in Registered Capital	No	For	For		For
Jay Mart Public Company Limited	09/18/2019	4	Approve Increase in Registered Capital and Amend Memorandum of Association to Reflect Increase in Registered Capital	No	For	For		For
Jay Mart Public Company Limited	09/18/2019	5	Approve Allotment of New Shares to Reserve for the Stock Dividend	No	For	For		For
Jay Mart Public Company Limited	09/18/2019	6	Other Business	No	For	Against		Against

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Jiangsu Expressway Company Limited	09/26/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Jiangsu Expressway Company Limited	09/26/2019	1	Approve Subscription of Equity in Interests in Jiangsu Communication Holding Group Finance Co., Ltd.	No	For	Against		Against
Jindal Steel & Power Limited	07/08/2019		Postal Ballot	Yes				
Jindal Steel & Power Limited	07/08/2019	1	Reelect Ram Vinay Shahi as Director	No	For	Against		Against
Jindal Steel & Power Limited	07/08/2019	2	Reelect Arun Kumar Purwar as Director	No	For	Against		Against
Jindal Steel & Power Limited	07/08/2019	3	Reelect Sudershan Kumar Garg as Director	No	For	For		For
Jindal Steel & Power Limited	07/08/2019	4	Reelect Hardip Singh Wirk as Director	No	For	Against		Against
Jindal Steel & Power Limited	07/08/2019	5	Elect N. A. Ansari as Director	No	For	Against		Against
Jindal Steel & Power Limited	07/08/2019	6	Approve Appointment and Remuneration of N. A. Ansari as Wholetime Director Designated as Jt. Managing Director	No	For	Against		Against
Jindal Steel & Power Limited	07/08/2019	7	Approve Waiver of Recovery of Excess Remuneration Paid to Naveen Jindal as Wholetime Director Designated as Chairman	No	For	Against		Against
Jindal Steel & Power Limited	07/08/2019	8	Approve Waiver of Recovery of Excess Remuneration Paid and Payment of Remuneration to Naveen Jindal as Wholetime Director Designated as Chairman	No	For	Against		Against
Jindal Steel & Power Limited	07/08/2019	9	Approve Waiver of Recovery of Excess Remuneration Paid to Dinesh Kumar Saraogi as Wholetime Director	No	For	Against		Against
Jindal Steel & Power Limited	07/08/2019	10	Approve Waiver of Recovery of Excess Remuneration Paid to Rajeev Rupendra Bhaduria as Wholetime Director	No	For	Against		Against
Jindal Steel & Power Limited	09/27/2019	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Jindal Steel & Power Limited	09/27/2019	2	Reelect Shallu Jindal as Director	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Jindal Steel & Power Limited	09/27/2019	3	Approve Remuneration of Cost Auditors	No	For	For		For
Jindal Steel & Power Limited	09/27/2019	4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
Jindal Steel & Power Limited	09/27/2019	5	Elect V.R. Sharma as Director	No	For	For		For
Jindal Steel & Power Limited	09/27/2019	6	Approve Appointment and Remuneration of V.R. Sharma as Managing Director	No	For	For		For
Jindal Steel & Power Limited	09/27/2019	7	Elect Aruna Sharma as Director	No	For	For		For
JSW Energy Limited	08/13/2019	1.a	Accept Financial Statements and Statutory Reports	No	For	For		For
JSW Energy Limited	08/13/2019	1.b	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
JSW Energy Limited	08/13/2019	2	Approve Dividend	No	For	For		For
JSW Energy Limited	08/13/2019	3	Reelect Prashant Jain as Director	No	For	For		For
JSW Energy Limited	08/13/2019	4	Approve Reappointment and Remuneration of Sajjan Jindal as Managing Director	No	For	For		For
JSW Energy Limited	08/13/2019	5	Reelect Chandan Bhattacharya as Director	No	For	For		For
JSW Energy Limited	08/13/2019	6	Elect Sharad Mahendra as Director	No	For	For		For
JSW Energy Limited	08/13/2019	7	Approve Appointment and Remuneration of Sharad Mahendra as Whole-time Director	No	For	Against		Against
JSW Energy Limited	08/13/2019	8	Elect Rupa Devi Singh as Director	No	For	For		For
JSW Energy Limited	08/13/2019	9	Elect Sunil Goyal as Director	No	For	For		For
JSW Energy Limited	08/13/2019	10	Approve Remuneration of Cost Auditors	No	For	For		For
JSW Energy Limited	08/13/2019	11	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	No	For	For		For
JSW Energy Limited	08/13/2019	12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
JSW Steel Limited	07/25/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
JSW Steel Limited	07/25/2019	2	Approve Dividend on 10 Percent Cumulative Redeemable Preference Shares	No	For	For		For
JSW Steel Limited	07/25/2019	3	Approve Dividend on 0.01 Percent Cumulative Redeemable Preference Shares	No	For	For		For
JSW Steel Limited	07/25/2019	4	Approve Dividend on Equity Shares	No	For	For		For
JSW Steel Limited	07/25/2019	5	Reelect Jayant Acharya as Director	No	For	For		For
JSW Steel Limited	07/25/2019	6	Approve Remuneration of Cost Auditors	No	For	For		For
JSW Steel Limited	07/25/2019	7	Elect Harsh Charandas Mariwala as Director	No	For	For		Against
JSW Steel Limited	07/25/2019	8	Elect Nirupama Rao as Director	No	For	For		For
JSW Steel Limited	07/25/2019	9	Approve Reappointment and Remuneration of Jayant Acharya as Whole-Time Director	No	For	Against		Against
JSW Steel Limited	07/25/2019	10	Approve Remuneration of Directors	No	For	For		For
JSW Steel Limited	07/25/2019	11	Approve Issuance of Redeemable Non-Convertible Debentures on Private Placement Basis	No	For	For		For
JSW Steel Limited	07/25/2019	12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		Against
JSW Steel Limited	07/25/2019	13	Approve Material Related Party Transactions	No	For	For		For
Jumbo SA	11/06/2019		Annual Meeting Agenda	Yes				
Jumbo SA	11/06/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Jumbo SA	11/06/2019	2	Approve Allocation of Income and Dividends	No	For	For		For
Jumbo SA	11/06/2019	3	Approve Director Remuneration	No	For	For		For
Jumbo SA	11/06/2019	4	Approve Discharge of Board and Auditors	No	For	For		For
Jumbo SA	11/06/2019	5	Approve Remuneration Policy	No	For	For		For
Jumbo SA	11/06/2019	6	Elect Directors (Bundled)	No	For	Against		Against
Jumbo SA	11/06/2019	7	Elect Members of Audit Committee	No	For	For		Against
Jumbo SA	11/06/2019	8	Change Fiscal Year End	No	For	For		For
Jumbo SA	11/06/2019	9	Amend Company Articles	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Jumbo SA	11/06/2019	10	Approve Auditors and Fix Their Remuneration	No	For	For		For
Just Dial Limited	09/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Just Dial Limited	09/30/2019	2	Reelect Pulak Chandan Prasad as Director	No	For	For		Against
Just Dial Limited	09/30/2019	3	Approve Deloitte Haskins and Sells LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Just Dial Limited	09/30/2019	4	Approve Reappointment and Remuneration of Ramani Iyer as Whole-time Director	No	For	For		For
Just Dial Limited	09/30/2019	5	Elect Bhavna Thakur as Director	No	For	For		For
Just Dial Limited	09/30/2019	6	Reelect B. Anand as Director	No	For	For		For
Just Dial Limited	09/30/2019	7	Reelect Malcolm Monteiro as Director	No	For	For		For
Just Dial Limited	09/30/2019	8	Reelect Sanjay Bahadur as Director	No	For	For		For
KCC Corp.	11/13/2019	1	Approve Spin-Off Agreement	No	For	For		For
KCC Corp.	11/13/2019	2	Elect Min Byeong-sam as Inside Director	No	For	For		Against
K-Electric Ltd.	07/30/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
K-Electric Ltd.	07/30/2019	2	Accept Financial Statements and Statutory Reports	No	For	For		For
K-Electric Ltd.	07/30/2019	3.1	Elect Ikram UI-Majeed Sehgal as Director	Yes				
K-Electric Ltd.	07/30/2019	3.2	Elect Moonis Abdullah Alvi as Director	Yes				
K-Electric Ltd.	07/30/2019	3.3	Elect Adeeb Ahmad as Director	Yes				
K-Electric Ltd.	07/30/2019	3.4	Elect Chaudhary Khaqan Saadullah Khan as Director	Yes				
K-Electric Ltd.	07/30/2019	3.5	Elect Mubasher H. Sheikh as Director	Yes				
K-Electric Ltd.	07/30/2019	3.6	Elect Nayyer Hussain as Director	Yes				
K-Electric Ltd.	07/30/2019	3.7	Elect Reyadh S. A. A. Edrees as Director	Yes				
K-Electric Ltd.	07/30/2019	3.8	Elect Ruhail Muhammad as Director	Yes				
K-Electric Ltd.	07/30/2019	3.9	Elect Shan A. Ashary as Director	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
K-Electric Ltd.	07/30/2019	3.1	Elect Khalid Rafi as Director	Yes				
K-Electric Ltd.	07/30/2019	3.1	Elect Ahmed Mujtaba Memon as Director	Yes				
K-Electric Ltd.	07/30/2019	3.1	Elect Muhammad Abid Lakhani as Director	Yes				
K-Electric Ltd.	07/30/2019	3.1	Elect Waseem Mukhtar as Director	Yes				
K-Electric Ltd.	07/30/2019	4	Approve A. F. Ferguson and Co. and BDO Ebrahim and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
K-Electric Ltd.	07/30/2019	5	Amend Articles of Association	No	For	Against		Against
K-Electric Ltd.	07/30/2019	6	Other Business	No	For	Against		Against
KGHM Polska Miedz SA	12/19/2019		Management Proposals	Yes				
KGHM Polska Miedz SA	12/19/2019	1	Open Meeting	Yes				
KGHM Polska Miedz SA	12/19/2019	2	Elect Meeting Chairman	No	For	For		For
KGHM Polska Miedz SA	12/19/2019	3	Acknowledge Proper Convening of Meeting	Yes				
KGHM Polska Miedz SA	12/19/2019	4	Approve Agenda of Meeting	No	For	For		For
KGHM Polska Miedz SA	12/19/2019		Shareholder Proposals Submitted by Government of Poland	Yes				
KGHM Polska Miedz SA	12/19/2019	5.1	Amend Statute Re: Management Board	No	None	Against		Against
KGHM Polska Miedz SA	12/19/2019	5.2	Amend Statute Re: Supervisory Board	No	None	Against		Against
KGHM Polska Miedz SA	12/19/2019	5.3	Amend Statute Re: General Meeting	No	None	Against		Against
KGHM Polska Miedz SA	12/19/2019	5.4	Amend Statute Re: Disposal of Fixed Assets	No	None	Against		Against
KGHM Polska Miedz SA	12/19/2019	5.5	Amend Statute Re: Management Board	No	None	Against		Against
KGHM Polska Miedz SA	12/19/2019	6.1	Approve Disposal of Fixed Assets	No	None	Against		Against
KGHM Polska Miedz SA	12/19/2019	6.2	Approve Regulations on Disposal of Assets	No	None	Against		Against
KGHM Polska Miedz SA	12/19/2019	6.3	Approve Regulations on Agreements for Legal Services, Marketing Services, Public Relations Services, and Social Communication Services	No	None	Against		Against
KGHM Polska Miedz SA	12/19/2019	6.4	Approve Regulations on Report on Best Practices	No	None	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
KGHM Polska Miedz SA	12/19/2019	6.5	Approve Implementation of Act on State Property Management Principles in Company's Subsidiaries	No	None	Against		Against
KGHM Polska Miedz SA	12/19/2019	7.1	Recall Supervisory Board Member	No	None	Against		Against
KGHM Polska Miedz SA	12/19/2019	7.2	Elect Supervisory Board Member	No	None	Against		Against
KGHM Polska Miedz SA	12/19/2019		Management Proposal	Yes				
KGHM Polska Miedz SA	12/19/2019	8	Close Meeting	Yes				
Khulna Power Co. Ltd.	12/01/2019	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Khulna Power Co. Ltd.	12/01/2019	2	Approve Dividend	No	For	For		For
Khulna Power Co. Ltd.	12/01/2019	3.1	Reelect Faridur Rahman Khan as Director	No	For	For		For
Khulna Power Co. Ltd.	12/01/2019	3.2	Reelect Abul Kalam Azad as Director	No	For	Against		Against
Khulna Power Co. Ltd.	12/01/2019	3.3	Reelect Moinuddin Hasan Rashid as Director	No	For	For		For
Khulna Power Co. Ltd.	12/01/2019	3.4	Reelect Faisal Karim Khan as Director	No	For	Against		Against
Khulna Power Co. Ltd.	12/01/2019	3.5	Reelect Sina Ibn Jamali as Director	No	For	Against		Against
Khulna Power Co. Ltd.	12/01/2019	3.6	Reelect Karishma Jahan as Director	No	For	For		For
Khulna Power Co. Ltd.	12/01/2019	3.7	Reelect Mohammad Musa as Independent Director	No	For	Against		Against
Khulna Power Co. Ltd.	12/01/2019	4	Approve A. Qasem and Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Khulna Power Co. Ltd.	12/01/2019	5	Appoint Corporate Governance Compliance Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Korea Aerospace Industries Ltd.	09/05/2019	1	Elect Ahn Hyeon-ho as Inside Director	No	For	For		Against
Korea Gas Corp.	07/03/2019		ELECT ONE INSDIE DIRECTOR (CEO) OUT OF TWO NOMINEES	Yes				
Korea Gas Corp.	07/03/2019	1.1	Elect Kim Young-du as Inside Director (CEO)	No	For	For		For
Korea Gas Corp.	07/03/2019	1.2	Elect Chae Hui-bong as Inside Director (CEO)	No	For	Against		Do Not Vote
Korea Gas Corp.	07/03/2019	2	Amend Articles of Incorporation	No	For	For		For
Korea Gas Corp.	11/19/2019	1	Elect Seong Yong-gyu as Inside Director	No	For	For		Against

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Korea Gas Corp.	11/19/2019	2	Elect Ahn Hong-bok as Outside Director	No	For	For		For
Kot Addu Power Company Ltd.	10/28/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
Kot Addu Power Company Ltd.	10/28/2019	2	Accept Financial Statements and Statutory Reports	No	For	For		For
Kot Addu Power Company Ltd.	10/28/2019	3	Approve Final Cash Dividend	No	For	For		For
Kot Addu Power Company Ltd.	10/28/2019	4	Approve Deloitte Yousuf Adil as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Kot Addu Power Company Ltd.	10/28/2019	5	Other Business	No	For	Against		Against
Kotak Mahindra Bank Ltd.	07/22/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Kotak Mahindra Bank Ltd.	07/22/2019	2	Reelect C. Jayaram as Director	No	For	For		Against
Kotak Mahindra Bank Ltd.	07/22/2019	3	Approve Dividend on Equity Shares and Confirm Interim Dividend on Preference Shares	No	For	For		For
Kotak Mahindra Bank Ltd.	07/22/2019	4	Approve Walker Chandiok & Co LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Kotak Mahindra Bank Ltd.	07/22/2019	5	Elect Uday Shankar as Director	No	For	For		For
Kotak Mahindra Bank Ltd.	07/22/2019	6	Reelect Prakash Apte as Director	No	For	For		For
Kotak Mahindra Bank Ltd.	07/22/2019	7	Reelect Farida Khambata as Director	No	For	For		For
Kotak Mahindra Bank Ltd.	07/22/2019	8	Reelect K.V.S. Manian as Director	No	For	For		For
Kotak Mahindra Bank Ltd.	07/22/2019	9	Approve Appointment and Remuneration of K.V.S. Manian as Whole-Time Director of the Bank	No	For	For		For
Kotak Mahindra Bank Ltd.	07/22/2019	10	Elect Gaurang Shah as Director	No	For	For		For
Kotak Mahindra Bank Ltd.	07/22/2019	11	Approve Appointment and Remuneration of Gaurang Shah as Whole-Time Director of the Bank	No	For	For		For
Kotak Mahindra Bank Ltd.	07/22/2019	12	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	No	For	For		For
KRKA dd	07/04/2019	1	Open Meeting; Verify Quorum; Elect Meeting Officials	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
KRKA dd	07/04/2019	2.1	Approve Annual Report and Statutory Reports	No	For	For		For
KRKA dd	07/04/2019	2.2	Approve Allocation of Income and Dividends of EUR 3.20 per Share	No	For	For		For
KRKA dd	07/04/2019	2.3	Approve Discharge of Management Board Members	No	For	For		For
KRKA dd	07/04/2019	2.4	Approve Discharge of Supervisory Board Members	No	For	For		For
KRKA dd	07/04/2019	3	Approve Information on Resignation of Hans-Helmut Fabry from Supervisory Board; Elect Mojca Osolnik Videmsek as Supervisory Board Member	No	For	For		For
KRKA dd	07/04/2019	4	Ratify Ernst & Young Revizija as Auditor	No	For	For		For
KRKA dd	07/04/2019	5	Receive Information on Election of Representatives of Employees to Supervisory Board	Yes				
Lafarge Africa Plc	07/22/2019		Ordinary Business	Yes				
Lafarge Africa Plc	07/22/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Lafarge Africa Plc	07/22/2019	2.a	Ratify Appointment of Jean-Philippe Benard as Non-Executive Director	No	For	For		For
Lafarge Africa Plc	07/22/2019	2.b	Ratify Appointment of Karine Uzan Mercie as Non-Executive Director	No	For	For		For
Lafarge Africa Plc	07/22/2019	3.a	Reelect Adebode Adefioye as Non-Executive Director	No	For	For		For
Lafarge Africa Plc	07/22/2019	3.b	Reelect Elenda Giwa-Amu as Non-Executive Director	No	For	For		For
Lafarge Africa Plc	07/22/2019	3.c	Reelect Adenike Ogunlesi as Non-Executive Director	No	For	For		For
Lafarge Africa Plc	07/22/2019	4	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Lafarge Africa Plc	07/22/2019	5	Elect Members of Audit Committee	No	For	Against		Against
Lafarge Africa Plc	07/22/2019		Special Business	Yes				
Lafarge Africa Plc	07/22/2019	6	Approve Remuneration of Directors	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Lafarge Africa Plc	07/22/2019	7.a	Approve Sale of Shares Held in Lafarge South Africa Holdings Proprietary Limited to Caricement B.V	No	For	For		For
Lafarge Africa Plc	07/22/2019	7.b	Authorize Board to Utilize Part of the Proceeds from Sale towards Payment of Debt to Purchaser as Per Existing Inter-Group Loan Agreement	No	For	For		For
Lafarge Africa Plc	07/22/2019	7.c	Authorize Board to Purchase Goods and Services from Related Parties	No	For	Against		Against
Lafarge Africa Plc	07/22/2019	8.a	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Lafarge Africa Plc	07/22/2019	8.b	Authorize Company Secretary to take all Necessary Steps to Execute Approved Resolutions	No	For	For		For
Lafarge Africa Plc	08/23/2019	1	Approve Scheme of Arrangement with Lafarge ReadyMix Nigeria Limited	No	For	For		For
LAMDA Development SA	10/10/2019		Special Meeting Agenda	Yes				
LAMDA Development SA	10/10/2019	1	Approve Capital Raising	No	For	Against		Against
LAMDA Development SA	11/22/2019		Special Meeting Agenda	Yes				
LAMDA Development SA	11/22/2019	1	Elect Members of Audit Committee	No	For	For		Against
LAMDA Development SA	11/22/2019	2	Announce and Ratify Loss of the Capacity as Independent Non-Executive Directors	No	For	For		For
Larsen & Toubro Limited	08/01/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Larsen & Toubro Limited	08/01/2019	2	Approve Final Dividend	No	For	For		For
Larsen & Toubro Limited	08/01/2019	3	Reelect M.V. Satish as Director	No	For	For		For
Larsen & Toubro Limited	08/01/2019	4	Reelect Shailendra Roy as Director	No	For	For		For
Larsen & Toubro Limited	08/01/2019	5	Reelect R. Shankar Raman as Director	No	For	For		For
Larsen & Toubro Limited	08/01/2019	6	Reelect J.D Patil as Director	No	For	For		For
Larsen & Toubro Limited	08/01/2019	7	Reelect M.M. Chitale as Director	No	For	For		For
Larsen & Toubro Limited	08/01/2019	8	Reelect M. Damodaran as Director	No	For	For		Against
Larsen & Toubro Limited	08/01/2019	9	Reelect Vikram Singh Mehta as Director	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Larsen & Toubro Limited	08/01/2019	10	Reelect Adil Zainulbhai as Director	No	For	For		For
Larsen & Toubro Limited	08/01/2019	11	Approve Remuneration to S.N Subrahmanyam as Chief Executive Officer and Managing Director	No	For	Against		Against
Larsen & Toubro Limited	08/01/2019	12	Approve Remuneration to R. Shankar Raman as Chief Financial Officer and Whole-time Director	No	For	Against		Against
Larsen & Toubro Limited	08/01/2019	13	Amend Objects Clause of Memorandum of Association	No	For	For		For
Larsen & Toubro Limited	08/01/2019	14	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Larsen & Toubro Limited	08/01/2019	15	Approve Remuneration of Cost Auditors	No	For	For		For
Lekoil Ltd.	07/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Lekoil Ltd.	07/30/2019	2	Ratify Deloitte & Touche Nigeria as Auditors	No	For	For		For
Lekoil Ltd.	07/30/2019	3	Authorise Board to Fix Remuneration of Auditors	No	For	For		For
Lenovo Group Limited	07/09/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Lenovo Group Limited	07/09/2019	2	Approve Final Dividend	No	For	For		For
Lenovo Group Limited	07/09/2019	3a	Elect Zhu Linan as Director	No	For	For		For
Lenovo Group Limited	07/09/2019	3b	Elect Yang Chih-Yuan Jerry as Director	No	For	For		For
Lenovo Group Limited	07/09/2019	3c	Elect Gordon Robert Halyburton Orr as Director	No	For	For		For
Lenovo Group Limited	07/09/2019	3d	Elect Woo Chin Wan Raymond as Director	No	For	For		For
Lenovo Group Limited	07/09/2019	3e	Authorize Board Not to Fill Up Vacated Office Resulting From Retirement of Tian Suning as Director	No	For	For		For
Lenovo Group Limited	07/09/2019	3f	Authorize Board to Fix Remuneration of Directors	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Lenovo Group Limited	07/09/2019	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	No	For	For		Against
Lenovo Group Limited	07/09/2019	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
Lenovo Group Limited	07/09/2019	6	Authorize Repurchase of Issued Share Capital	No	For	For		For
Lenovo Group Limited	07/09/2019	7	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
Lenovo Group Limited	07/09/2019	8	Approve Award Plans and California Sub-Plans	No	For	Against		Against
Leyou Technologies Holdings Limited	12/16/2019	1	Approve Grant of Outstanding Share Options to Certain Eligible Participants Under the Share Option Scheme and Related Transactions	No	For	Against		Against
LIC Housing Finance Limited	08/28/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
LIC Housing Finance Limited	08/28/2019	2	Approve Dividend	No	For	For		For
LIC Housing Finance Limited	08/28/2019	3	Reelect P. Koteswara Rao as Director	No	For	For		Against
LIC Housing Finance Limited	08/28/2019	4	Approve Gokhale & Sathe, Chartered Accountants, Mumbai and M. P. Chitale & Co., Chartered Accountants, Mumbai as Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
LIC Housing Finance Limited	08/28/2019	5	Approve Issuance of Redeemable Non-Convertible Debentures, Secured or Unsecured, and/or any other Hybrid Instruments on Private Placement Basis	No	For	For		For
LIC Housing Finance Limited	08/28/2019	6	Elect M. R. Kumar as Non-Executive Chairman	No	For	For		Against
LIC Housing Finance Limited	08/28/2019	7	Reelect Dharmendra Bhandari as Director	No	For	For		For
LIC Housing Finance Limited	08/28/2019	8	Elect Kashi Prasad Khandelwal as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
LIC Housing Finance Limited	08/28/2019	9	Elect Sanjay Kumar Khemani as Director	No	For	For		For
LIC Housing Finance Limited	08/28/2019	10	Approve Increase in Borrowing Powers	No	For	For		For
Lite-On Technology Corp.	10/25/2019	1	Approve Spin off of Solid State Storage Business Unit to SOLID STATE STORAGE CORPORATION	No	For	For		For
LPP SA	09/13/2019	1	Open Meeting; Elect Meeting Chairman	No	For	For		For
LPP SA	09/13/2019	2	Acknowledge Proper Convening of Meeting	Yes				
LPP SA	09/13/2019	3	Approve Agenda of Meeting	No	For	For		For
LPP SA	09/13/2019	4	Approve Issuance of Bonds	No	For	Against		Against
LPP SA	09/13/2019	5	Approve Merger by Absorption with Gothals Limited	No	For	For		For
LPP SA	09/13/2019	6	Amend Statute Re: Corporate Purpose	No	For	For		For
LPP SA	09/13/2019	7	Close Meeting	Yes				
Lucky Cement Ltd.	09/27/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Lucky Cement Ltd.	09/27/2019	2	Approve Final Cash Dividend	No	For	For		For
Lucky Cement Ltd.	09/27/2019	3	Approve A.F. Ferguson and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	Against		Against
Lucky Cement Ltd.	09/27/2019	4	Approve Related Party Transactions for Year Ended June 30, 2019	No	For	Against		Against
Lucky Cement Ltd.	09/27/2019	5	Approve Related Party Transactions for Year Ended June 30, 2020	No	For	Against		Against
Lucky Cement Ltd.	09/27/2019	6	Other Business	No	For	Against		Against
Luka Koper dd	08/22/2019	1	Open Meeting; Elect Meeting Officials	No	For	For		For
Luka Koper dd	08/22/2019	2	Receive Information on Expiration of Term of Office of Sabina Mozetic as Supervisory Board Member; Elect Tamara Kozlovic as Supervisory Board Member	No	For	For		For
Lupin Limited	08/07/2019	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Lupin Limited	08/07/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Lupin Limited	08/07/2019	3	Approve Dividend	No	For	For		For
Lupin Limited	08/07/2019	4	Reelect Vinita Gupta as Director	No	For	For		For
Lupin Limited	08/07/2019	5	Elect Christine Mundkur as Director	No	For	For		For
Lupin Limited	08/07/2019	6	Approve Remuneration of Cost Auditors	No	For	For		For
Lupin Limited	08/07/2019	7	Approve Modification of Lupin Subsidiary Companies Employees Stock Option Plan 2014 by Increasing the Maximum Number of Equity Shares of the Company to be Issued Under this Plan	No	For	Against		Against
Lupin Limited	08/07/2019	8	Approve Modification of Lupin Employees Stock Option Plan 2014 by Reducing the Maximum Number of Equity Shares of the Company to be Issued Under this Plan	No	For	Against		Against
Lupin Limited	12/09/2019	1	Approve Divestment of the Entire Interest in Kyowa Pharmaceutical Industry Co. Limited, Japan by Nanomi B.V., Netherlands to Plutus Ltd., Japan	No	For	For		For
M.video PJSC	12/03/2019	1	Approve Interim Dividends of RUB 33.37 per Share for First Nine Months of Fiscal 2019	No	For	For		For
M.video PJSC	12/03/2019	2	Fix Number of Directors	No	For	For		For
Magnit PJSC	12/24/2019	1	Approve Interim Dividends of RUB 147.19 per Share for First Nine Months of Fiscal 2019	No	For	For		For
Magnit PJSC	12/24/2019	2	Amend Charter	No	For	For		For
Magnitogorsk Iron & Steel Works PJSC	09/27/2019	1	Approve Interim Dividends of RUB 0.69 per Share for First Half Year of Fiscal 2019	No	For	For		For
Magnitogorsk Iron & Steel Works PJSC	12/27/2019	1	Approve Interim Dividends of RUB 1.650 per Share for First Nine Months of Fiscal 2019	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mahindra & Mahindra Limited	08/07/2019	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Mahindra & Mahindra Limited	08/07/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Mahindra & Mahindra Limited	08/07/2019	3	Approve Dividend	No	For	For		For
Mahindra & Mahindra Limited	08/07/2019	4	Reelect Pawan Goenka as Director	No	For	For		For
Mahindra & Mahindra Limited	08/07/2019	5	Approve Remuneration of Cost Auditors	No	For	For		For
Mahindra & Mahindra Limited	08/07/2019	6	Reelect Vishakha N. Desai as Director	No	For	For		For
Mahindra & Mahindra Limited	08/07/2019	7	Reelect Vikram Singh Mehta as Director	No	For	For		Against
Mahindra & Mahindra Limited	08/07/2019	8	Elect Vijay Kumar Sharma as Director	No	For	For		For
Mahindra & Mahindra Limited	08/07/2019	9	Elect Haigreve Khaitan as Director	No	For	For		Against
Mahindra & Mahindra Limited	08/07/2019	10	Elect Shikha Sharma as Director	No	For	For		For
Maple Leaf Cement Factory Ltd.	10/26/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Maple Leaf Cement Factory Ltd.	10/26/2019	2	Approve Final Cash Dividend	No	For	For		For
Maple Leaf Cement Factory Ltd.	10/26/2019	3	Approve KPMG Taseer Hadi and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Maple Leaf Cement Factory Ltd.	10/26/2019	4	Approve Loan/Advanced to Kohinoor Textile Mills Ltd., Holding Company	No	For	Against		Against
Maple Leaf Cement Factory Ltd.	10/26/2019	5	Increase Authorized Share Capital and Amend Memorandum to Reflect Increase in Authorized Share Capital	No	For	For		For
Maple Leaf Cement Factory Ltd.	10/26/2019	6	Approve Related Party Transactions for Year Ended June 30, 2019	No	For	For		For
Maple Leaf Cement Factory Ltd.	10/26/2019	7	Authorize Board to Approve Related Party Transactions for Year Ending June 30, 2020	No	For	For		For
Mari Petroleum Company Ltd.	10/22/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Mari Petroleum Company Ltd.	10/22/2019	2	Approve Final Dividend	No	For	For		For
Mari Petroleum Company Ltd.	10/22/2019	3	Approve A.F Ferguson and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mari Petroleum Company Ltd.	10/22/2019	4	Other Business	No	For	Against		Against
Mari Petroleum Company Ltd.	10/22/2019	5	Approve Bonus Issue	No	For	For		For
Maruti Suzuki India Limited	08/27/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Maruti Suzuki India Limited	08/27/2019	2	Approve Dividend	No	For	For		For
Maruti Suzuki India Limited	08/27/2019	3	Reelect Toshihiro Suzuki as Director	No	For	For		Against
Maruti Suzuki India Limited	08/27/2019	4	Reelect Kinji Saito as Director	No	For	For		Against
Maruti Suzuki India Limited	08/27/2019	5	Approve Reappointment and Remuneration of Kenichi Ayukawa as Managing Director and Chief Executive Officer	No	For	For		For
Maruti Suzuki India Limited	08/27/2019	6	Elect Takahiko Hashimoto as Director and Approve Appointment and Remuneration of Takahiko Hashimoto as Whole-time Director designated as Director (Marketing & Sales)	No	For	For		Against
Maruti Suzuki India Limited	08/27/2019	7	Reelect D.S. Brar as Director	No	For	For		For
Maruti Suzuki India Limited	08/27/2019	8	Reelect R.P. Singh as Director	No	For	For		For
Maruti Suzuki India Limited	08/27/2019	9	Elect Lira Goswami as Director	No	For	For		For
Maruti Suzuki India Limited	08/27/2019	10	Elect Hiroshi Sakamoto as Director	No	For	For		Against
Maruti Suzuki India Limited	08/27/2019	11	Elect Hisashi Takeuchi as Director	No	For	For		Against
Maruti Suzuki India Limited	08/27/2019	12	Approve Enhancement of Ceiling of Payment of Commission to Non-Executive Directors	No	For	For		For
Maruti Suzuki India Limited	08/27/2019	13	Approve Remuneration of Cost Auditors	No	For	For		For
MCB Bank Ltd.	11/21/2019	1	Approve Sale of MCB Financial Services to ISE Tower REIT Management Company Limited and InfoTech (Private) Limited	No	For	For		For
MCB Group Limited	11/15/2019	1	Consider the Annual Report	No	For	For		For
MCB Group Limited	11/15/2019	2	Receive the Auditors' Report	No	For	For		For
MCB Group Limited	11/15/2019	3	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For
MCB Group Limited	11/15/2019	4	Reelect Gilbert Gnany as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
MCB Group Limited	11/15/2019	5	Reelect Jean Michel Ng Tseung as Director	No	For	For		For
MCB Group Limited	11/15/2019	6	Reelect Sunil Banymandhub as Director	No	For	For		For
MCB Group Limited	11/15/2019	7	Reelect Jean-Louis Mattei as Director	No	For	For		For
MCB Group Limited	11/15/2019	8	Elect Constantine Chikosi as Director	No	For	For		For
MCB Group Limited	11/15/2019	9	Approve Remuneration of Directors	No	For	For		For
MCB Group Limited	11/15/2019	10	Approve PricewaterhouseCoopers (PwC) as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
MCB Group Limited	11/15/2019	11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
Mediclinic International Plc	07/24/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Mediclinic International Plc	07/24/2019	2	Approve Remuneration Report	No	For	Against		Against
Mediclinic International Plc	07/24/2019	3	Approve Final Dividend	No	For	For		For
Mediclinic International Plc	07/24/2019	4	Elect Dr Anja Oswald as Director	No	For	For		For
Mediclinic International Plc	07/24/2019	5	Re-elect Dr Ronnie van der Merwe as Director	No	For	For		For
Mediclinic International Plc	07/24/2019	6	Re-elect Jurgens Myburgh as Director	No	For	For		For
Mediclinic International Plc	07/24/2019	7	Re-elect Dr Edwin Hertzog as Director	No	For	For		Against
Mediclinic International Plc	07/24/2019	8	Re-elect Dr Muhadditha Al Hashimi as Director	No	For	For		For
Mediclinic International Plc	07/24/2019	9	Re-elect Jannie Durand as Director	No	For	For		Against
Mediclinic International Plc	07/24/2019	10	Re-elect Alan Grieve as Director	No	For	For		For
Mediclinic International Plc	07/24/2019	11	Re-elect Dr Felicity Harvey as Director	No	For	For		For
Mediclinic International Plc	07/24/2019	12	Re-elect Seamus Keating as Director	No	For	For		For
Mediclinic International Plc	07/24/2019	13	Re-elect Danie Meintjes as Director	No	For	For		For
Mediclinic International Plc	07/24/2019	14	Re-elect Trevor Petersen as Director	No	For	For		For
Mediclinic International Plc	07/24/2019	15	Reappoint PricewaterhouseCoopers LLP as Auditors	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mediclinic International Plc	07/24/2019	16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	No	For	For		For
Mediclinic International Plc	07/24/2019	17	Authorise EU Political Donations and Expenditure	No	For	For		For
Mediclinic International Plc	07/24/2019	18	Authorise Issue of Equity	No	For	For		Against
Mediclinic International Plc	07/24/2019	19	Authorise Issue of Equity without Pre-emptive Rights	No	For	For		For
Mediclinic International Plc	07/24/2019	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For		For
Mediclinic International Plc	07/24/2019	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For		For
Melstacorp Plc	09/04/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Melstacorp Plc	09/04/2019	2	Reelect Adrian Naomal Balasuriya as Director	No	For	For		For
Melstacorp Plc	09/04/2019	3	Reelect D. H. S. Jayawardena as Director	No	For	For		For
Melstacorp Plc	09/04/2019	4	Reelect R. Seevaratnam as Director	No	For	For		For
Melstacorp Plc	09/04/2019	5	Reelect Niranjana De Silva as Director	No	For	For		For
Melstacorp Plc	09/04/2019	6	Approve KPMG as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Melstacorp Plc	09/04/2019	7	Approve Charitable Donations	No	For	Against		Against
Mexichem SAB de CV	08/26/2019	1	Change Company Name and Amend Article 1	No	For	For		For
Mexichem SAB de CV	08/26/2019	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Mexichem SAB de CV	12/02/2019		Ordinary Business	Yes				
Mexichem SAB de CV	12/02/2019	1	Approve Cash Dividends of up to USD 180 Million	No	For	For		For
Mexichem SAB de CV	12/02/2019	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Millat Tractors Ltd.	10/25/2019		Ordinary Business	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Millat Tractors Ltd.	10/25/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
Millat Tractors Ltd.	10/25/2019	2	Accept Financial Statements and Statutory Reports	No	For	For		For
Millat Tractors Ltd.	10/25/2019	3	Approve Final Cash Dividend	No	For	For		For
Millat Tractors Ltd.	10/25/2019	4	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Millat Tractors Ltd.	10/25/2019		Special Business	Yes				
Millat Tractors Ltd.	10/25/2019	5	Approve Related Party Transactions for Year Ended June 30, 2019	No	For	For		For
Millat Tractors Ltd.	10/25/2019	6	Authorize CEO to Approve Related Party Transactions for Year Ending June 30, 2020	No	For	For		For
Millat Tractors Ltd.	10/25/2019	7	Amend Articles of Association	No	For	For		For
Millat Tractors Ltd.	10/25/2019	8	Approve Bonus Issue	No	For	For		For
Millat Tractors Ltd.	10/25/2019	9	Approve Charitable Donations from Proceeds of Sale of Fractional Shares	No	For	Against		Against
Millat Tractors Ltd.	10/25/2019		Other Business	Yes				
Millat Tractors Ltd.	10/25/2019	1	Other Business	No	For	Against		Against
MJL Bangladesh Ltd.	12/05/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
MJL Bangladesh Ltd.	12/05/2019	2	Accept Financial Statements and Statutory Reports	No	For	For		For
MJL Bangladesh Ltd.	12/05/2019	3	Approve Dividend	No	For	For		For
MJL Bangladesh Ltd.	12/05/2019	4.1	Reelect Tanjil Chowdhury as Director	No	For	Against		Against
MJL Bangladesh Ltd.	12/05/2019	4.2	Reelect Md. Aminur Rahman as Director	No	For	For		For
MJL Bangladesh Ltd.	12/05/2019	5	Ratify Appointment of N.K.A Mobin as Independent Director	No	For	Against		Against
MJL Bangladesh Ltd.	12/05/2019	6	Approve Howlader Yunus & Co as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
MJL Bangladesh Ltd.	12/05/2019	7	Appoint Corporate Governance Compliance Professionals for Fiscal Year 2019-2020 and Authorize Board to Fix Their remuneration	No	For	For		For
MJL Bangladesh Ltd.	12/05/2019	8	Amend Memorandum of Association	No	For	For		For
MMC Norilsk Nickel PJSC	09/26/2019		Meeting for ADR Holders	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
MMC Norilsk Nickel PJSC	09/26/2019	1	Approve Interim Dividends of RUB 883.93 per Share for First Half Year of Fiscal 2019	No	For	For		For
MMC Norilsk Nickel PJSC	12/16/2019		Meeting for ADR Holders	Yes				
MMC Norilsk Nickel PJSC	12/16/2019	1	Approve Interim Dividends of RUB 604.09 per Share for First Nine Months of Fiscal 2019	No	For	For		For
Mobile TeleSystems PJSC	09/30/2019	1	Approve Meeting Procedures	No	For	For		For
Mobile TeleSystems PJSC	09/30/2019	2	Approve Interim Dividends of RUB 8.68 for First Half Year of Fiscal 2019	No	For	For		For
Mobile TeleSystems PJSC	12/30/2019	1	Approve Meeting Procedures	No	For	For		For
Mobile TeleSystems PJSC	12/30/2019	2	Approve Interim Dividends of RUB 13.25 per Share for First Nine Months of Fiscal 2019	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	1.1	Elect Linda de Beer as Director	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	1.2	Elect Sello Moloko as Director	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	1.3	Elect Sharron McPherson as Director	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	1.4	Elect Lisa Chiume as Director	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	1.5	Elect Kgaugelo Legoabe-Kgomari as Director	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	2.1	Re-elect Vuyisa Nkonyeni as Director	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	2.2	Re-elect Stephen Jurisich as Director	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	3	Appoint Ernst & Young Inc. as Auditors of the Company with Cornea de Villiers as the Designated Audit Partner	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	4.1	Re-elect Frans Truter as Member of the Audit Committee	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	4.2	Re-elect Fatima Daniels as Member of the Audit Committee	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	4.3	Elect Linda de Beer as Member of the Audit Committee	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	5	Authorise Ratification of Approved Resolutions	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	6	Approve Remuneration Policy	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	7	Approve Implementation Report	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Momentum Metropolitan Holdings Ltd.	11/26/2019	8	Authorise Repurchase of Issued Share Capital	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	9	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
Momentum Metropolitan Holdings Ltd.	11/26/2019	10	Approve Remuneration of Non-Executive Directors	No	For	For		For
Moscow Exchange MICEX-RTS PJSC	11/21/2019	1	Approve Early Termination of Powers of Audit Commission	No	For	For		For
Moscow Exchange MICEX-RTS PJSC	11/21/2019		Elect Three Members of Audit Commission	Yes				
Moscow Exchange MICEX-RTS PJSC	11/21/2019	2.1	Elect Mikhail Kireev as Member of Audit Commission	No	For	For		For
Moscow Exchange MICEX-RTS PJSC	11/21/2019	2.2	Elect Natalia Perchatkina as Member of Audit Commission	No	For	For		For
Moscow Exchange MICEX-RTS PJSC	11/21/2019	2.3	Elect Olga Romantsova as Member of Audit Commission	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019		Ordinary Resolutions	Yes				
Motus Holdings Ltd. (South Africa)	11/12/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	2	Appoint Deloitte & Touche as Auditors of the Company with M Bierman as the Designated Partner	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	3.1	Elect Saleh Mayet as Member of the Audit and Risk Committee	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	3.2	Elect Keneilwe Moloko as Member of the Audit and Risk Committee	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	3.3	Elect Johnson Njeke as Member of the Audit and Risk Committee	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	4.1	Elect Kerry Cassel as Director	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	4.2	Elect Saleh Mayet as Director	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	4.3	Elect Keneilwe Moloko as Director	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	4.4	Elect Johnson Njeke as Director	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	5.1	Elect Osman Arbee as Director	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	5.2	Elect Ockert Janse van Rensburg as Director	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	6	Approve Remuneration Policy	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Motus Holdings Ltd. (South Africa)	11/12/2019	7	Approve Remuneration Implementation Report	No	For	Against		Against
Motus Holdings Ltd. (South Africa)	11/12/2019	8	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	9	Authorise Board to Issue Shares for Cash	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019		Special Resolutions	Yes				
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Chairman	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Deputy Chairman and Lead Independent Director	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Board Member	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Assets and Liabilities Committee Chairman	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Assets and Liabilities Committee Member	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Audit and Risk Committee Chairman	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Audit and Risk Committee	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Divisional Board Member	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Divisional Finance and Risk Committee Member	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Remuneration Committee Chairman	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Remuneration Committee Member	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Nominations Committee Chairman	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Nominations Committee Member	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Social, Ethics and Sustainability Committee Chairman	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Motus Holdings Ltd. (South Africa)	11/12/2019	10.	Approve Fees of the Social, Ethics and Sustainability Committee Member	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	11	Authorise Repurchase of Issued Share Capital	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	12	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
Motus Holdings Ltd. (South Africa)	11/12/2019	13	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Mouwasat Medical Services Co.	12/16/2019		Ordinary Business	Yes				
Mouwasat Medical Services Co.	12/16/2019	1.1	Elect Mohammed Al Subayee as Director	No	None	For		For
Mouwasat Medical Services Co.	12/16/2019	1.2	Elect Nassir Al Subayee as Director	No	None	For		For
Mouwasat Medical Services Co.	12/16/2019	1.3	Elect Mohammed Al Suleim as Director	No	None	For		For
Mouwasat Medical Services Co.	12/16/2019	1.4	Elect Khalid Al Suleim as Director	No	None	For		For
Mouwasat Medical Services Co.	12/16/2019	1.5	Elect Mohammed Al Tweijri as Director	No	None	For		For
Mouwasat Medical Services Co.	12/16/2019	1.6	Elect Sami Al Abdulkareem as Director	No	None	For		For
Mouwasat Medical Services Co.	12/16/2019	1.7	Elect Abdulhadi Al Haraz as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.8	Elect Feisal Al Qassim as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.9	Elect Salih Al Yami as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.1	Elect Omar Hafith as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.1	Elect Ahmed Murad as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.1	Elect Abdullah Al Jureish as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.1	Elect Fahd Al Shammari as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.1	Elect Fahd Al Muhsin as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.1	Elect Nayif Al Harbi as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.1	Elect Fahd Al Harqan as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.1	Elect Ahmed Al Dahlawi as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.1	Elect Khalid Al Saeed as Director	No	None	Abstain		Abstain
Mouwasat Medical Services Co.	12/16/2019	1.1	Elect Azeez Al Qahtani as Director	No	None	For		For
Mouwasat Medical Services Co.	12/16/2019	2	Elect Members of Audit Committee, Approve its Charter and the Remuneration of Its Members	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mouwasat Medical Services Co.	12/16/2019	3	Amend Corporate Governance Charter	No	For	Against		Against
Mouwasat Medical Services Co.	12/16/2019	4	Allow Sami Al Abdulkareem to Be Involved with Other Companies	No	For	For		For
Mouwasat Medical Services Co.	12/16/2019	5	Allow Nassir Al Subayee to Be Involved with Other Companies	No	For	For		For
Mouwasat Medical Services Co.	12/16/2019	6	Allow Mohammed Al Suleim to Be Involved with Other Companies	No	For	For		For
Mouwasat Medical Services Co.	12/16/2019	7	Allow Azeez Al Qahtani to Be Involved with Other Companies	No	For	For		For
Mouwasat Medical Services Co.	12/16/2019	8	Allow Fahd Al Muhsin to Be Involved with Other Companies	No	For	For		For
Mphasis Limited	07/25/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Mphasis Limited	07/25/2019	2	Approve Final Dividend	No	For	For		For
Mphasis Limited	07/25/2019	3	Reelect Amit Dixit as Director	No	For	For		Against
Mphasis Limited	07/25/2019	4	Reelect Paul James Upchurch as Director	No	For	For		Against
Mphasis Limited	07/25/2019	5	Elect Marshall Jan Lux as Director	No	For	For		Against
Mphasis Limited	07/25/2019	6	Reelect Davinder Singh Brar as Director	No	For	For		For
Mr. Price Group Ltd.	08/28/2019		Ordinary Resolutions	Yes				
Mr. Price Group Ltd.	08/28/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 March 2019	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	2.1	Re-elect Stewart Cohen as Director	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	2.2	Re-elect Keith Getz as Director	No	For	For		Against
Mr. Price Group Ltd.	08/28/2019	2.3	Re-elect Mark Bowman as Director	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	3	Elect Mmaboshadi Chauke as Director	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	4	Elect Mark Stirton as Director	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	5	Reappoint Ernst & Young Inc as Auditors of the Company with Vinodhan Pillay as the Designated Registered Auditor	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	6.1	Re-elect Bobby Johnston as Member of the Audit and Compliance Committee	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mr. Price Group Ltd.	08/28/2019	6.2	Re-elect Daisy Naidoo as Member of the Audit and Compliance Committee	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	6.3	Re-elect Mark Bowman as Member of the Audit and Compliance Committee	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	6.4	Elect Mmaboshadi Chauke as Member of the Audit and Compliance Committee	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	7	Approve Remuneration Policy	No	For	Against		Against
Mr. Price Group Ltd.	08/28/2019	8	Approve Remuneration Implementation Report	No	For	Against		Against
Mr. Price Group Ltd.	08/28/2019	9	Adopt the Social, Ethics, Transformation and Sustainability Committee Report	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	10	Authorise Ratification of Approved Resolutions	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	11	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Mr. Price Group Ltd.	08/28/2019		Special Resolutions	Yes				
Mr. Price Group Ltd.	08/28/2019	1.1	Approve Fees of the Independent Non-executive Chairman	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	1.2	Approve Fees of the Honorary Chairman	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	1.3	Approve Fees of the Lead Independent Director	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	1.4	Approve Fees of the Non-Executive Directors	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	1.5	Approve Fees of the Audit and Compliance Committee Chairman	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	1.6	Approve Fees of the Audit and Compliance Committee Members	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	1.7	Approve Fees of the Remuneration and Nominations Committee Chairman	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	1.8	Approve Fees of the Remuneration and Nominations Committee Members	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mr. Price Group Ltd.	08/28/2019	1.9	Approve Fees of the Social, Ethics, Transformation and Sustainability Committee Chairman	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	1.1	Approve Fees of the Social, Ethics, Transformation and Sustainability Committee Members	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	1.1	Approve Fees of the Risk and IT Committee Members	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	1.1	Approve Fees of the Risk and IT Committee - IT Specialist	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Mr. Price Group Ltd.	08/28/2019	3	Approve Financial Assistance to Related or Inter-related Companies	No	For	For		For
MultiChoice Group Ltd.	08/29/2019		Ordinary Resolutions	Yes				
MultiChoice Group Ltd.	08/29/2019	1.1	Elect Don Eriksson as Director	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.2	Elect Tim Jacobs as Director	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.3	Elect Nolo Letele as Director	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.4	Elect Jabu Mabuza as Director	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.5	Elect Elias Masilela as Director	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.6	Elect Calvo Mawela as Director	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.7	Elect Kgomotso Moroka as Director	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.8	Elect Steve Pacak as Director	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.9	Elect Imtiaz Patel as Director	No	For	For		Against
MultiChoice Group Ltd.	08/29/2019	1.1	Elect Christine Sabwa as Director	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.1	Elect Fatai Sanusi as Director	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.1	Elect Louisa Stephens as Director	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.1	Elect Jim Volkwyn as Director	No	For	For		Against
MultiChoice Group Ltd.	08/29/2019	2	Appoint PricewaterhouseCoopers Inc as Auditors of the Company with Brett Humphreys as Designated Individual Registered Auditor	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	3.1	Elect Steve Pacak as Chair of the Audit Committee	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	3.2	Elect Don Eriksson as Member of the Audit Committee	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	3.3	Elect Christine Sabwa as Member of the Audit Committee	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
MultiChoice Group Ltd.	08/29/2019	3.4	Elect Louisa Stephens as Member of the Audit Committee	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	4	Authorise Board to Issue Shares for Cash	No	For	For		For
MultiChoice Group Ltd.	08/29/2019		Non-binding Advisory Resolutions	Yes				
MultiChoice Group Ltd.	08/29/2019	1	Approve Remuneration Policy	No	For	Against		Against
MultiChoice Group Ltd.	08/29/2019	2	Approve Implementation of the Remuneration Policy	No	For	Against		Against
MultiChoice Group Ltd.	08/29/2019		Special Resolutions	Yes				
MultiChoice Group Ltd.	08/29/2019	1.1	Approve Remuneration of Non-executive Directors	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.2	Approve Remuneration of Audit Committee Chair	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.3	Approve Remuneration of Audit Committee Member	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.4	Approve Remuneration of Risk Committee Chair	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.5	Approve Remuneration of Risk Committee Member	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.6	Approve Remuneration of Remuneration Committee Chair	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.7	Approve Remuneration of Remuneration Committee Member	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.8	Approve Remuneration of Nomination Committee Chair	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.9	Approve Remuneration of Nomination Committee Member	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.1	Approve Remuneration of Social and Ethics Committee Chair	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	1.1	Approve Remuneration of Social and Ethics Committee Member	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
MultiChoice Group Ltd.	08/29/2019	3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
MultiChoice Group Ltd.	08/29/2019	4	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
MultiChoice Group Ltd.	08/29/2019		Continuation of Ordinary Resolutions	Yes				
MultiChoice Group Ltd.	08/29/2019	5	Authorise Ratification of Approved Resolutions	No	For	For		For
Murray & Roberts Holdings Ltd.	11/28/2019	1	Re-elect Ralph Havenstein as Director	No	For	For		For
Murray & Roberts Holdings Ltd.	11/28/2019	2	Re-elect Ntombi Langa-Royds as Director	No	For	For		For
Murray & Roberts Holdings Ltd.	11/28/2019	3	Re-elect Keith Spence as Director	No	For	For		For
Murray & Roberts Holdings Ltd.	11/28/2019	4	Re-elect Henry Laas as Director	No	For	For		For
Murray & Roberts Holdings Ltd.	11/28/2019	5	Appoint PwC as Auditors of the Company with Michal Kotze as the Designated Audit Partner	No	For	For		For
Murray & Roberts Holdings Ltd.	11/28/2019	6	Approve Remuneration Policy	No	For	For		For
Murray & Roberts Holdings Ltd.	11/28/2019	7	Approve Remuneration Implementation Report	No	For	For		For
Murray & Roberts Holdings Ltd.	11/28/2019	8	Re-elect Diane Radley as Chairman of the Group Audit & Sustainability Committee	No	For	For		For
Murray & Roberts Holdings Ltd.	11/28/2019	9	Re-elect Emma Mashilwane as Member of the Group Audit & Sustainability Committee	No	For	For		For
Murray & Roberts Holdings Ltd.	11/28/2019	10	Re-elect Keith Spence as Member of the Group Audit & Sustainability Committee	No	For	For		For
Murray & Roberts Holdings Ltd.	11/28/2019	11	Approve Fees Payable to Non-Executive Directors	No	For	For		For
Nankang Rubber Tire Corp., Ltd.	07/10/2019		ELECT 2 NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Yes				
Nankang Rubber Tire Corp., Ltd.	07/10/2019	1.1	Elect Non-Independent Director No. 1	No	None	Against		Against
Nankang Rubber Tire Corp., Ltd.	07/10/2019	1.2	Elect Non-Independent Director No. 2	No	None	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Nankang Rubber Tire Corp., Ltd.	07/10/2019	2	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	No	For	Against		Against
Naspers Ltd.	08/23/2019		Ordinary Resolutions	Yes				
Naspers Ltd.	08/23/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 31 March 2019	No	For	For		For
Naspers Ltd.	08/23/2019	2	Approve Dividends for N Ordinary and A Ordinary Shares	No	For	For		For
Naspers Ltd.	08/23/2019	3	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company with V Myburgh as the Individual Registered Auditor	No	For	For		For
Naspers Ltd.	08/23/2019	4	Re-elect Nolo Letele as Directors	No	For	For		For
Naspers Ltd.	08/23/2019	5.1	Re-elect Koos Bekker as Director	No	For	For		Against
Naspers Ltd.	08/23/2019	5.2	Re-elect Steve Pacak as Director	No	For	For		For
Naspers Ltd.	08/23/2019	5.3	Re-elect Cobus Stofberg as Director	No	For	For		For
Naspers Ltd.	08/23/2019	5.4	Re-elect Ben van der Ross as Director	No	For	For		For
Naspers Ltd.	08/23/2019	5.5	Re-elect Debra Meyer as Director	No	For	For		For
Naspers Ltd.	08/23/2019	6.1	Re-elect Don Eriksson as Member of the Audit Committee	No	For	For		For
Naspers Ltd.	08/23/2019	6.2	Re-elect Ben van der Ross as Member of the Audit Committee	No	For	For		For
Naspers Ltd.	08/23/2019	6.3	Re-elect Rachel Jafta as Member of the Audit Committee	No	For	For		For
Naspers Ltd.	08/23/2019	7	Approve Remuneration Policy	No	For	Against		Against
Naspers Ltd.	08/23/2019	8	Approve Implementation of the Remuneration Policy	No	For	Against		Against
Naspers Ltd.	08/23/2019	9	Place Authorised but Unissued Shares under Control of Directors	No	For	Against		Against
Naspers Ltd.	08/23/2019	10	Authorise Board to Issue Shares for Cash	No	For	Against		Against
Naspers Ltd.	08/23/2019	11	Approve Amendments to the Trust Deed constituting the Naspers Restricted Stock Plan Trust and the Share Scheme envisaged by such Trust Deed	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Naspers Ltd.	08/23/2019	12	Authorise Ratification of Approved Resolutions	No	For	For		For
Naspers Ltd.	08/23/2019		Special Resolutions	Yes				
Naspers Ltd.	08/23/2019	1.1	Approve Fees of the Board Chairman	No	For	For		For
Naspers Ltd.	08/23/2019	1.2	Approve Fees of the Board Member	No	For	For		For
Naspers Ltd.	08/23/2019	1.3	Approve Fees of the Audit Committee Chairman	No	For	For		For
Naspers Ltd.	08/23/2019	1.4	Approve Fees of the Audit Committee Member	No	For	For		For
Naspers Ltd.	08/23/2019	1.5	Approve Fees of the Risk Committee Chairman	No	For	For		For
Naspers Ltd.	08/23/2019	1.6	Approve Fees of the Risk Committee Member	No	For	For		For
Naspers Ltd.	08/23/2019	1.7	Approve Fees of the Human Resources and Remuneration Committee Chairman	No	For	For		For
Naspers Ltd.	08/23/2019	1.8	Approve Fees of the Human Resources and Remuneration Committee Member	No	For	For		For
Naspers Ltd.	08/23/2019	1.9	Approve Fees of the Nomination Committee Chairman	No	For	For		For
Naspers Ltd.	08/23/2019	1.1	Approve Fees of the Nomination Committee Member	No	For	For		For
Naspers Ltd.	08/23/2019	1.1	Approve Fees of the Social and Ethics Committee Chairman	No	For	For		For
Naspers Ltd.	08/23/2019	1.1	Approve Fees of the Social and Ethics Committee Member	No	For	For		For
Naspers Ltd.	08/23/2019	1.1	Approve Fees of the Trustees of Group Share Schemes/Other Personnel Funds	No	For	For		For
Naspers Ltd.	08/23/2019	2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
Naspers Ltd.	08/23/2019	3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Naspers Ltd.	08/23/2019	4	Authorise Repurchase of N Ordinary Shares	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Naspers Ltd.	08/23/2019	5	Authorise Repurchase of A Ordinary Shares	No	For	Against		Against
Naspers Ltd.	08/23/2019	6	Authorise Specific Repurchase of N Ordinary Shares from Holders of N Ordinary Shares	No	For	Against		Against
Naspers Ltd.	08/23/2019	1	Approve Matters in Relation to the Implementation of the Proposed Transaction	No	For	For		For
National Bank Ltd.	08/08/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
National Bank Ltd.	08/08/2019	2	Approve Stock Dividend	No	For	For		For
National Bank Ltd.	08/08/2019	3.1	Reelect Moazzam Hossain as Director	No	For	Against		Against
National Bank Ltd.	08/08/2019	3.2	Reelect Ron Haque Sikder as Director	No	For	For		For
National Bank Ltd.	08/08/2019	3.3	Reelect Mabroor Hossain as Director	No	For	Against		Against
National Bank Ltd.	08/08/2019	4	Approve Rahman Mostafa Alam and Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
National Bank Ltd.	08/08/2019	5	Appoint Corporate Governance Compliance Auditors for Fiscal Year 2019 and Authorize Board to Fix Their remuneration	No	For	For		For
National Bank of Greece SA	07/31/2019		Annual Meeting Agenda	Yes				
National Bank of Greece SA	07/31/2019	1	Amend Company Articles	No	For	Against		Against
National Bank of Greece SA	07/31/2019	2	Accept Statutory Reports	No	For	For		For
National Bank of Greece SA	07/31/2019	3	Accept Financial Statements	No	For	For		For
National Bank of Greece SA	07/31/2019	4	Approve Discharge of Board and Auditors	No	For	For		For
National Bank of Greece SA	07/31/2019	5	Approve Auditors and Fix Their Remuneration	No	For	For		For
National Bank of Greece SA	07/31/2019	6	Approve Remuneration Policy	No	For	For		For
National Bank of Greece SA	07/31/2019	7	Approve Director Remuneration	No	For	For		For
National Bank of Greece SA	07/31/2019	8	Authorize Board to Participate in Companies with Similar Business Interests	No	For	For		For
National Bank of Greece SA	07/31/2019	9	Approve Increase in Size of Board	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
National Bank of Greece SA	07/31/2019	10.	Elect Gikas Hardouvelis as Independent Director	No	For	For		For
National Bank of Greece SA	07/31/2019	10.	Elect Avraam Gounaris as Independent Director	No	For	For		For
National Bank of Greece SA	07/31/2019	11.	Elect Aikaterini Beritsi as Director	No	For	For		Against
National Bank of Greece SA	07/31/2019	11.	Elect Wietze Reehoorn as Independent Director	No	For	For		For
National Bank of Greece SA	07/31/2019	11.	Elect Elena Ana Cernat as Independent Director	No	For	For		For
National Bank of Greece SA	07/31/2019	11.	Elect Christina Theofilidi as Director	No	For	For		For
National Bank of Greece SA	07/31/2019	12.	Elect Andrew McIntyre as Chairman of Audit Committee	No	For	For		For
National Bank of Greece SA	07/31/2019	12.	Elect Claude Piret as Vice Chairman of Audit Committee	No	For	For		For
National Bank of Greece SA	07/31/2019	12.	Elect Aikaterini Beritsi as Member of Audit Committee	No	For	For		Against
National Bank of Greece SA	07/31/2019	12.	Elect Avraam Gounaris as Member of Audit Committee	No	For	For		For
National Bank of Greece SA	07/31/2019	12.	Elect Periklis Drougkas as Member of Audit Committee	No	For	For		For
National Bank of Greece SA	07/31/2019	13	Various Announcements	Yes				
National Bank of Oman	10/08/2019	1	Authorize Board to Raise Additional Capital Via Issuance of Tier 2 Capital up to OMR 50 Million	No	For	For		For
National Bank of Oman	10/08/2019	2	Authorize Board to Raise Additional Capital Via Issuance of Tier 1 Capital up to USD 300 Million	No	For	For		For
National Bank of Oman	10/08/2019	3	Authorize Board to Set the Terms and Conditions for Issuances of Tier 1 and Tier 2 Capital	No	For	For		For
National Bank of Oman	10/08/2019	4	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
National Gas & Industrialization Co.	09/16/2019		Ordinary Business	Yes				
National Gas & Industrialization Co.	09/16/2019	1.1	Elect Ibrahim Al Jassir as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.2	Elect Ibrahim Al Huseinan as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.3	Elect Ahmed Al Mohsen as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.4	Elect Bdr Jawhr as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.5	Elect Bkr Al Mhnaa as Director	No	None	Abstain		Abstain

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
National Gas & Industrialization Co.	09/16/2019	1.6	Elect Turki Al Jassir as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.7	Elect Thamir Al Harthi as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.8	Elect Thamir Al Wadaee as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.9	Elect Hazim Al Fwaz as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.1	Elect Hassan Aseeri as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.1	Elect Khalid Al Hoshan as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.1	Elect Raed Al Tamimi as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.1	Elect Raed Al Haqeel as Director	No	None	For		For
National Gas & Industrialization Co.	09/16/2019	1.1	Elect Raad Al Qahtani as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.1	Elect Sattam Al Harbi as Director	No	None	For		For
National Gas & Industrialization Co.	09/16/2019	1.1	Elect Saeed Obeed as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.1	Elect Samah Al Sbeeae as Director	No	None	For		For
National Gas & Industrialization Co.	09/16/2019	1.1	Elect Salih Al Yami as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.1	Elect Salih Bateesh as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.2	Elect Adil Al Shaya as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.2	Elect Aamir Al Khsheel as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.2	Elect Abdulrahman Al Jalal as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.2	Elect Abdulrahman Suliman as Director	No	None	For		For
National Gas & Industrialization Co.	09/16/2019	1.2	Elect Abdulazeez Al Jaafari as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.2	Elect Abdulazeez Al Areefi as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.2	Elect Abdulazeez Al Kheel as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.2	Elect Abdullah Al Jreesh as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.2	Elect Abdullah Al Hussein as Director	No	None	For		For
National Gas & Industrialization Co.	09/16/2019	1.2	Elect Abdullah Al Hameed as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.3	Elect Ali Al Ajami as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.3	Elect Ali Al Saflan as Director	No	None	For		For
National Gas & Industrialization Co.	09/16/2019	1.3	Elect Ghadran Ghadran as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.3	Elect Ghassan Kashmeeri as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.3	Elect Fahid Al Fawaz as Director	No	None	For		For
National Gas & Industrialization Co.	09/16/2019	1.3	Elect Faisal Al Qassim as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.3	Elect Majid KheerAllah as Director	No	None	Abstain		Abstain

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
National Gas & Industrialization Co.	09/16/2019	1.3	Elect Mohammed Al Sdeeri as Director	No	None	For		For
National Gas & Industrialization Co.	09/16/2019	1.3	Elect Mohammed Al Katheeri as Director	No	None	For		For
National Gas & Industrialization Co.	09/16/2019	1.3	Elect Mohammed Al Moamir as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.4	Elect Mohammed Al Oteebi as Director	No	None	For		For
National Gas & Industrialization Co.	09/16/2019	1.4	Elect Mohammed Al Kinani as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.4	Elect Mohammed Al Khaldi as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.4	Elect Mareeae Habash as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.4	Elect Moshil Al Shaya as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.4	Elect Nabeel Mnqash as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.4	Elect Wael Al Bassam as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	1.4	Elect Yazid Al Haeef as Director	No	None	Abstain		Abstain
National Gas & Industrialization Co.	09/16/2019	2	Approve Related Party Transactions Re: SGCF Enagas	No	For	For		For
Nations Trust Bank Plc	11/27/2019	1	Approve Issuance of Basel III Compliant, Tier II, Listed, Rated, Unsecured, Subordinated, Redeemable Debentures with 5 and 7 Year Non-Viability Conversion	No	For	For		For
NAVER Corp.	09/20/2019	1	Approve Spin-Off Agreement	No	For	For		For
Nestle India Ltd.	07/02/2019		Postal Ballot	Yes				
Nestle India Ltd.	07/02/2019	1	Approve Reappointment and Remuneration of Shobinder Duggal as Whole Time Director, Designated as Executive Director-Finance & Control and Chief Financial Officer	No	For	For		For
NetEase, Inc.	09/13/2019		Meeting for ADR Holders	Yes				
NetEase, Inc.	09/13/2019	1a	Elect William Lei Ding as Director	No	For	For		For
NetEase, Inc.	09/13/2019	1b	Elect Alice Cheng as Director	No	For	For		For
NetEase, Inc.	09/13/2019	1c	Elect Denny Lee as Director	No	For	For		For
NetEase, Inc.	09/13/2019	1d	Elect Joseph Tong as Director	No	For	For		For
NetEase, Inc.	09/13/2019	1e	Elect Lun Feng as Director	No	For	For		For
NetEase, Inc.	09/13/2019	1f	Elect Michael Leung as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
NetEase, Inc.	09/13/2019	1g	Elect Michael Tong as Director	No	For	For		For
NetEase, Inc.	09/13/2019	2	Approve Appointment of PricewaterhouseCoopers Zhong Tian LLP as Auditor	No	For	For		For
NEUCA SA	12/19/2019	1	Open Meeting	Yes				
NEUCA SA	12/19/2019	2	Elect Meeting Chairman	No	For	For		For
NEUCA SA	12/19/2019	3	Acknowledge Proper Convening of Meeting	Yes				
NEUCA SA	12/19/2019	4	Approve Agenda of Meeting	No	For	For		For
NEUCA SA	12/19/2019	5	Elect Members of Vote Counting Commission	No	For	For		For
NEUCA SA	12/19/2019	6	Amend Issue Price of Series L Shares Issued for Purpose of Incentive Plan	No	For	Against		Against
NEUCA SA	12/19/2019	7	Amend Statute Re: Share Capital	No	For	For		For
NEUCA SA	12/19/2019	8	Approve Consolidated Text of Statute	No	For	For		For
NEUCA SA	12/19/2019	9	Amend Regulations on General Meetings	No	For	For		For
NEUCA SA	12/19/2019	10	Receive Management Board Report on Share Repurchase Program	Yes				
NEUCA SA	12/19/2019	11	Close Meeting	Yes				
New China Life Insurance Company Ltd.	10/18/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
New China Life Insurance Company Ltd.	10/18/2019	1	Elect Li Quan as Director	No	For	For		Against
New China Life Insurance Company Ltd.	10/18/2019	2	Elect Gao Lizhi as Supervisor	No	For	For		For
New China Life Insurance Company Ltd.	10/18/2019	3	Approve Remuneration of the Executive Director, Chief Executive Officer and President of the Company	No	For	For		For
New China Life Insurance Company Ltd.	10/18/2019	4	Approve Amendments to Measures for the Administration of the Independent Directors of New China Life Insurance Company Ltd.	No	For	For		For
NHPC Limited	09/23/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
NHPC Limited	09/23/2019	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
NHPC Limited	09/23/2019	3	Reelect Ratish Kumar as Director	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
NHPC Limited	09/23/2019	4	Reelect Janardan Choudhary as Director	No	For	Against		Against
NHPC Limited	09/23/2019	5	Authorize Board to Fix Remuneration of Auditors	No	For	For		Against
NHPC Limited	09/23/2019	6	Approve Remuneration of Cost Auditors	No	For	For		For
NHPC Limited	09/23/2019	7	Reelect Kanika T. Bhal as Director	No	For	For		For
NHPC Limited	09/23/2019	8	Reelect Satya Prakash Mangal as Director	No	For	For		For
NHPC Limited	09/23/2019	9	Reelect Arun Kumar as Director	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/16/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/16/2019	2	Approve Final Dividend	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/16/2019	3a1	Elect Liu Ming Chung as Director	No	For	For		Against
Nine Dragons Paper (Holdings) Limited	12/16/2019	3a2	Elect Zhang Lianpeng as Director	No	For	Against		Against
Nine Dragons Paper (Holdings) Limited	12/16/2019	3a3	Elect Tam Wai Chu, Maria as Director	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/16/2019	3a4	Elect Ng Leung Sing as Director	No	For	Against		Against
Nine Dragons Paper (Holdings) Limited	12/16/2019	3a5	Elect Lam Yiu Kin as Director	No	For	Against		Against
Nine Dragons Paper (Holdings) Limited	12/16/2019	3b	Authorize Board to Fix Remuneration of Directors	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/16/2019	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/16/2019	5a	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
Nine Dragons Paper (Holdings) Limited	12/16/2019	5b	Authorize Repurchase of Issued Share Capital	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/16/2019	5c	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
Nine Dragons Paper (Holdings) Limited	12/16/2019	6	Adopt New Bye-Laws	No	For	For		For
Nishat Mills Ltd.	10/28/2019		Ordinary Business	Yes				
Nishat Mills Ltd.	10/28/2019	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Nishat Mills Ltd.	10/28/2019	2	Approve Final Cash Dividend	No	For	For		For
Nishat Mills Ltd.	10/28/2019	3	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Nishat Mills Ltd.	10/28/2019		Special Business	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Nishat Mills Ltd.	10/28/2019	A.	Approve Loan to Nishat Hotels and Properties Limited, Associated Company	No	For	For		For
Nishat Mills Ltd.	10/28/2019	B.	Approve Increase Investment in Hyundai Nishat Motor (Pvt) Limited, Associated Company	No	For	Against		Against
Nishat Mills Ltd.	10/28/2019	C.	Approve Acquisition of Shares in Nishat Sutas Dairy Limited, Associated Company	No	For	Against		Against
NMDC Limited	08/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
NMDC Limited	08/30/2019	2	Approve Payment of Interim Dividend	No	For	For		For
NMDC Limited	08/30/2019	3	Reelect Sandeep Tula as Director	No	For	Against		Against
NMDC Limited	08/30/2019	4	Reelect Saraswati Prasad as Director	No	For	Against		Against
NMDC Limited	08/30/2019	5	Reelect Bajendra Kumar Nair as Director	No	For	For		Against
NMDC Limited	08/30/2019	6	Authorize Board to Fix Remuneration of Auditors	No	For	For		Against
NMDC Limited	08/30/2019	7	Elect Arun Kumar Srivastava as Director	No	For	For		For
NMDC Limited	08/30/2019	8	Elect Bhagwati Mahesh Baldewa as Director	No	For	For		For
NMDC Limited	08/30/2019	9	Elect Pradip Bhargava as Director	No	For	For		For
NMDC Limited	08/30/2019	10	Elect Syamal Kumar Sarkar as Director	No	For	For		For
NMDC Limited	08/30/2019	11	Elect Shyam Murari Nigam as Director	No	For	For		For
NMDC Limited	08/30/2019	12	Elect Amitava Mukherjee as Director	No	For	Against		Against
NMDC Limited	08/30/2019	13	Elect Alok Kumar Mehta as Director	No	For	Against		Against
NMDC Limited	08/30/2019	14	Approve Remuneration of Cost Auditors	No	For	For		For
NMDC Limited	12/03/2019		Postal Ballot	Yes				
NMDC Limited	12/03/2019	1	Amend Articles of Association to Reflect of Borrowing Power	No	For	For		For
NMDC Limited	12/03/2019	2	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
NMDC Limited	12/03/2019	3	Approve Creation of Charges, Mortgages, Hypothecation on Assets in Connection with Borrowing	No	For	For		For
Northam Platinum Ltd.	11/07/2019	1	Re-elect David Brown as Director	No	For	For		Against
Northam Platinum Ltd.	11/07/2019	2	Re-elect Ralph Havenstein as Director	No	For	For		For
Northam Platinum Ltd.	11/07/2019	3	Re-elect John Smithies as Director	No	For	For		For
Northam Platinum Ltd.	11/07/2019	4	Re-elect Emily Kgosi as Director	No	For	For		For
Northam Platinum Ltd.	11/07/2019	5	Elect Alet Coetzee as Director	No	For	For		For
Northam Platinum Ltd.	11/07/2019	6	Reappoint Ernst & Young Inc as Auditors of the Company with Ebrahim Dhorat as the Designated External Auditor Partner	No	For	For		For
Northam Platinum Ltd.	11/07/2019	7	Re-elect Hester Hickey as Member of the Audit and Risk Committee	No	For	For		For
Northam Platinum Ltd.	11/07/2019	8	Re-elect David Brown as Member of the Audit and Risk Committee	No	For	For		Against
Northam Platinum Ltd.	11/07/2019	9	Elect Dr Yoza Jekwa as Member of the Audit and Risk Committee	No	For	For		For
Northam Platinum Ltd.	11/07/2019	10	Elect Jean Nel as Member of the Audit and Risk Committee	No	For	For		For
Northam Platinum Ltd.	11/07/2019	11	Approve Remuneration Policy	No	For	Against		Against
Northam Platinum Ltd.	11/07/2019	12	Approve Remuneration Implementation Report	No	For	Against		Against
Northam Platinum Ltd.	11/07/2019	13	Approve Non-executive Directors' Fees	No	For	For		For
Northam Platinum Ltd.	11/07/2019	14	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Northam Platinum Ltd.	11/07/2019	15	Authorise Repurchase of Issued Share Capital	No	For	For		For
NOVATEK JSC	09/30/2019	1	Approve Interim Dividends of RUB 14.23 per Share for First Half Year of Fiscal 2019	No	For	For		For
NOVATEK JSC	09/30/2019	2	Amend Charter	No	For	For		For
NOVATEK JSC	09/30/2019		Meeting for GDR Holders	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
NOVATEK JSC	09/30/2019	1	Approve Interim Dividends of RUB 14.23 per Share for First Half Year of Fiscal 2019	No	For	For		For
NOVATEK JSC	09/30/2019	2	Amend Charter	No	For	For		For
Novolipetsk Steel	09/27/2019		Meeting for GDR Holders	Yes				
Novolipetsk Steel	09/27/2019	1	Approve Interim Dividends for First Six Months of Fiscal 2019	No	For	For		For
Novolipetsk Steel	12/20/2019		Meeting for GDR Holders	Yes				
Novolipetsk Steel	12/20/2019	1	Approve Interim Dividends of RUB 3.22 per Share for First Nine Months of Fiscal 2019	No	For	For		For
Novolipetsk Steel	12/20/2019	2.1	Approve New Edition of Regulations on General Meetings	No	For	For		For
Novolipetsk Steel	12/20/2019	2.2	Approve New Edition of Regulations on Board of Directors	No	For	For		For
NTPC Limited	08/21/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
NTPC Limited	08/21/2019	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
NTPC Limited	08/21/2019	3	Reelect Anand Kumar Gupta as Director	No	For	For		For
NTPC Limited	08/21/2019	4	Authorize Board to Fix Remuneration of Statutory Auditors	No	For	For		For
NTPC Limited	08/21/2019	5	Reelect Gauri Trivedi as Director	No	For	Against		Against
NTPC Limited	08/21/2019	6	Approve Increase in Borrowing Powers	No	For	For		For
NTPC Limited	08/21/2019	7	Approve Creation of Mortgage and/or Charge over Movable and Immovable Properties	No	For	For		For
NTPC Limited	08/21/2019	8	Approve Remuneration of Cost Auditors	No	For	For		For
NTPC Limited	08/21/2019	9	Approve Issuance of Bonds/Debentures on Private Placement Basis	No	For	For		For
Oberoi Realty Limited	08/23/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Oberoi Realty Limited	08/23/2019	2	Approve Dividend	No	For	For		For
Oberoi Realty Limited	08/23/2019	3	Reelect Saumil Daru as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Oberoi Realty Limited	08/23/2019	4	Approve S R B C & CO LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Oberoi Realty Limited	08/23/2019	5	Approve Reappointment and Remuneration of Vikas Oberoi as Managing Director	No	For	For		For
Oberoi Realty Limited	08/23/2019	6	Approve Reappointment and Remuneration of Saumil Daru as Director - Finance	No	For	For		For
Oberoi Realty Limited	08/23/2019	7	Elect Tina Trikha as Director	No	For	For		For
Oberoi Realty Limited	08/23/2019	8	Reelect Tilokchand Punamchand Ostwal as Director	No	For	For		For
Oberoi Realty Limited	08/23/2019	9	Reelect Venkatesh Mysore as Director	No	For	For		For
Oberoi Realty Limited	08/23/2019	10	Reelect Karamjit Singh Kalsi as Director	No	For	Against		Against
Oberoi Realty Limited	08/23/2019	11	Approve Remuneration of Cost Auditors	No	For	For		For
Oberoi Realty Limited	08/23/2019	12	Approve Loans, Guarantees, and Securities to I-Ven Realty Limited	No	For	For		For
Oberoi Realty Limited	08/23/2019	13	Approve Offer or Invitation to Subscribe to Non-Convertible Debentures on Private Placement Basis	No	For	For		For
Oberoi Realty Limited	08/23/2019	14	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		Against
Oberoi Realty Limited	08/23/2019	15	Approve Conversion of Loan to Equity Shares	No	For	Against		Against
Oil & Gas Development Company Ltd.	10/24/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
Oil & Gas Development Company Ltd.	10/24/2019	2	Accept Financial Statements and Statutory Reports	No	For	For		For
Oil & Gas Development Company Ltd.	10/24/2019	3	Approve Final Cash Dividend	No	For	For		For
Oil & Gas Development Company Ltd.	10/24/2019	4	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	Against		Against
Oil & Gas Development Company Ltd.	10/24/2019	5	Other Business	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Oil & Natural Gas Corporation Limited	08/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Oil & Natural Gas Corporation Limited	08/30/2019	2	Approve Final Dividend	No	For	For		For
Oil & Natural Gas Corporation Limited	08/30/2019	3	Reelect Subhash Kumar as Director	No	For	For		For
Oil & Natural Gas Corporation Limited	08/30/2019	4	Reelect Rajesh Shyamsunder Kakkar as Director	No	For	Against		Against
Oil & Natural Gas Corporation Limited	08/30/2019	5	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Oil & Natural Gas Corporation Limited	08/30/2019	6	Elect Navin Chandra Pandey as Director	No	For	For		For
Oil & Natural Gas Corporation Limited	08/30/2019	7	Elect Alka Mittal as Director	No	For	For		For
Oil & Natural Gas Corporation Limited	08/30/2019	8	Elect Amar Nath as Director	No	For	Against		Against
Oil & Natural Gas Corporation Limited	08/30/2019	9	Reelect Ajai Malhotra as Director	No	For	For		For
Oil & Natural Gas Corporation Limited	08/30/2019	10	Reelect Shireesh Balawant Kedare as Director	No	For	For		For
Oil & Natural Gas Corporation Limited	08/30/2019	11	Reelect K M Padmanabhan as Director	No	For	For		For
Oil & Natural Gas Corporation Limited	08/30/2019	12	Elect Amitava Bhattacharyya as Director	No	For	For		For
Oil & Natural Gas Corporation Limited	08/30/2019	13	Approve Remuneration of Cost Auditors	No	For	For		For
Oil & Natural Gas Corporation Limited	08/30/2019	14	Approve Related Party Transaction with ONGC Petro Additions Limited	No	For	Against		Against
Oil & Natural Gas Corporation Limited	08/30/2019	15	Elect Rajesh Kumar Srivastava as Director	No	For	For		For
Oil Co. LUKOIL PJSC	12/03/2019		Meeting for ADR/GDR Holders	Yes				
Oil Co. LUKOIL PJSC	12/03/2019	1	Approve Interim Dividends of RUB 192 per Share for First Nine Months of Fiscal 2019	No	For	For		For
Oil Co. LUKOIL PJSC	12/03/2019	2	Approve Remuneration of Directors	No	For	For		For
Oil Co. LUKOIL PJSC	12/03/2019	3	Approve Remuneration of Members of Audit Commission	No	For	For		For
Oil Co. LUKOIL PJSC	12/03/2019	4	Approve Charter in New Edition	No	For	For		For
Oil Co. LUKOIL PJSC	12/03/2019	5	Approve Early Termination of Powers of Audit Commission	No	For	For		For
Oil Co. LUKOIL PJSC	12/03/2019	6	Amend Regulations on General Meetings	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Oil Co. LUKOIL PJSC	12/03/2019	7	Amend Regulations on Board of Directors	No	For	For		For
Oil Co. LUKOIL PJSC	12/03/2019	8	Amend Regulations on Management	No	For	For		For
Oil Co. LUKOIL PJSC	12/03/2019	9	Cancel Regulations on Audit Commission	No	For	For		For
Oil Co. LUKOIL PJSC	12/03/2019	10	Approve Reduction in Share Capital through Share Repurchase Program and Subsequent Share Cancellation	No	For	For		For
Oil India Limited	08/17/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Oil India Limited	08/17/2019	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Oil India Limited	08/17/2019	3	Reelect Pattabhiraman Chandrasekaran as Director	No	For	Against		Against
Oil India Limited	08/17/2019	4	Authorize Board to Fix Remuneration of Statutory Auditors	No	For	For		For
Oil India Limited	08/17/2019	5	Approve Remuneration of Cost Auditors	No	For	For		For
Olympic Industries Ltd.	12/26/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Olympic Industries Ltd.	12/26/2019	2	Approve Dividend	No	For	For		For
Olympic Industries Ltd.	12/26/2019	3	Approve Remuneration of Mubarak Ali, Managing Director	No	For	Against		Against
Olympic Industries Ltd.	12/26/2019	4.1	Reelect Aziz Mohammad Bhai as Director	No	For	Against		Against
Olympic Industries Ltd.	12/26/2019	4.2	Reelect Safinaz Bhai as Director	No	For	Against		Against
Olympic Industries Ltd.	12/26/2019	5	Reelect Begum Sakwat Banu as Independent Director	No	For	Against		Against
Olympic Industries Ltd.	12/26/2019	6	Approve Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Olympic Industries Ltd.	12/26/2019	7	Appoint Corporate Governance Compliance Auditors for Fiscal Year 2020 and Authorize Board to Fix Their remuneration	No	For	For		For
Olympic Industries Ltd.	12/26/2019	8	Other Business	No	For	Against		Against
Orascom Investment Holding SAE	08/19/2019		Ordinary Business	Yes				
Orascom Investment Holding SAE	08/19/2019	1	Approve Loans agreement to Beltone Financial Holding	No	For	For		Do Not Vote

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Orascom Investment Holding SAE	08/19/2019		Extraordinary Business	Yes				
Orascom Investment Holding SAE	08/19/2019	1	Amend Article 21 and 46 of Bylaws Re: Cumulative Voting	No	For	For		Do Not Vote
Orascom Investment Holding SAE	08/19/2019	2	Approve Employee and Executive Directors Stock Plan as Incentive Program	No	For	Against		Do Not Vote
Pak Elektron Ltd.	10/21/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
Pak Elektron Ltd.	10/21/2019	2.1	Reelect M. Naseem Saigol as Director	No	For	For		For
Pak Elektron Ltd.	10/21/2019	2.2	Reelect M. Murad Saigol as Director	No	For	For		For
Pak Elektron Ltd.	10/21/2019	2.3	Reelect M. Zeid Yousuf Saigol as Director	No	For	For		For
Pak Elektron Ltd.	10/21/2019	2.4	Reelect Manzar Hassan as Director	No	For	Against		Against
Pak Elektron Ltd.	10/21/2019	2.5	Reelect Muhammad Shakeel as Director	No	For	Against		Against
Pak Elektron Ltd.	10/21/2019	2.6	Reelect Haroon Rashid as Director	No	For	For		For
Pak Elektron Ltd.	10/21/2019	2.7	Reelect Asad Ullah Khawaja as Director	No	For	Against		Against
Pak Elektron Ltd.	10/21/2019	3	Other Business	No	For	Against		Against
Pakistan Oilfields Ltd.	09/17/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Pakistan Oilfields Ltd.	09/17/2019	2	Approve Final Cash Dividend	No	For	For		For
Pakistan Oilfields Ltd.	09/17/2019	3	Approve A. F. Ferguson & Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	Against		Against
Pakistan Oilfields Ltd.	09/17/2019	4	Other Business	No	For	Against		Against
Pakistan Petroleum Ltd.	10/11/2019	1	Increase Authorized Share Capital and Amend Memorandum and Articles of Association to Reflect Increase in Authorized Share Capital	No	For	For		For
Pakistan Petroleum Ltd.	10/28/2019		Ordinary Business	Yes				
Pakistan Petroleum Ltd.	10/28/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Pakistan Petroleum Ltd.	10/28/2019	2	Approve Final Dividend	No	For	For		For
Pakistan Petroleum Ltd.	10/28/2019	3	Approve A. F. Ferguson and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Pakistan State Oil Company Ltd.	10/28/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
Pakistan State Oil Company Ltd.	10/28/2019	2	Accept Financial Statements and Statutory Reports	No	For	For		For
Pakistan State Oil Company Ltd.	10/28/2019	3	Approve A. F. Ferguson and Co and EY Ford Rhodes as Joint Auditors	No	For	For		For
Pakistan State Oil Company Ltd.	10/28/2019	4	Approve Final Cash Dividend	No	For	For		For
Pakistan State Oil Company Ltd.	10/28/2019	5	Approve Bonus Issue	No	For	For		For
Pakistan State Oil Company Ltd.	10/28/2019	6	Other Business	No	For	Against		Against
Pampa Energia SA	10/01/2019		Meeting for GDR Holders	Yes				
Pampa Energia SA	10/01/2019	1	Designate Shareholders to Sign Minutes of Meeting	No	For	For		For
Pampa Energia SA	10/01/2019	2	Approve Cancellation of 190 Million Treasury Shares and Consequent Reduction in Share Capital	No	For	For		For
Pampa Energia SA	10/01/2019	3	Approve Granting of Authorizations to Perform Formalities and Necessary Presentations to Obtain Corresponding Registrations	No	For	For		For
Pampa Energia SA	10/15/2019		Meeting for GDR Holders	Yes				
Pampa Energia SA	10/15/2019	1	Designate Shareholders to Sign Minutes of Meeting	No	For	For		For
Pampa Energia SA	10/15/2019	2	Consider Absorption of Parques Eolicos del Fin del Mundo SA by the Company	No	For	For		For
Pampa Energia SA	10/15/2019	3	Authorize Board to Perform Formalities and Necessary Presentations to Obtain Corresponding Registrations	No	For	For		For
Petrol dd Ljubljana	12/12/2019		Shareholder Proposals	Yes				
Petrol dd Ljubljana	12/12/2019	1	Open Meeting and Elect Meeting Officials	No	None	For		For
Petrol dd Ljubljana	12/12/2019	2	Approve Information on Early Termination of Powers of President and Management Board Members	No	None	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Petrol dd Ljubljana	12/12/2019	3	Verify Company's Transactions for the Period from October 24, 2014 to October 24, 2019; Ratify KPMG Slovenija as Special Auditor	No	None	Against		Against
PGE Polska Grupa Energetyczna SA	12/02/2019		Management Proposals	Yes				
PGE Polska Grupa Energetyczna SA	12/02/2019	1	Open Meeting	Yes				
PGE Polska Grupa Energetyczna SA	12/02/2019	2	Elect Meeting Chairman	No	For	For		For
PGE Polska Grupa Energetyczna SA	12/02/2019	3	Acknowledge Proper Convening of Meeting	Yes				
PGE Polska Grupa Energetyczna SA	12/02/2019	4	Approve Agenda of Meeting	No	For	For		For
PGE Polska Grupa Energetyczna SA	12/02/2019	5	Resolve Not to Elect Members of Vote Counting Commission	No	For	For		For
PGE Polska Grupa Energetyczna SA	12/02/2019		Shareholder Proposals	Yes				
PGE Polska Grupa Energetyczna SA	12/02/2019	6	Cancel Dec. 14, 2016, EGM, Resolution and June 27, 2017, AGM Resolutions; Amend Dec. 14, 2016, EGM, Resolution Re: Approve Remuneration Policy for Management Board Members; Approve Remuneration Policy for Management Board Members	No	None	Against		Against
PGE Polska Grupa Energetyczna SA	12/02/2019	7	Amend Dec. 14, 2016, EGM, Resolution Re: Approve Remuneration Policy for Supervisory Board Members	No	None	Against		Against
PGE Polska Grupa Energetyczna SA	12/02/2019	8	Approve Decision on Covering Costs of Convocation of General Meeting of Shareholders	No	None	Against		Against
PGE Polska Grupa Energetyczna SA	12/02/2019		Management Proposals	Yes				
PGE Polska Grupa Energetyczna SA	12/02/2019	9	Close Meeting	Yes				
Phoenix Beverages Limited	12/13/2019	1	Accept Integrated Report	No	For	For		For
Phoenix Beverages Limited	12/13/2019	2	Accept Auditors' Report	No	For	For		For
Phoenix Beverages Limited	12/13/2019	3	Accept Financial Statements and Statutory Reports	No	For	For		For
Phoenix Beverages Limited	12/13/2019	4	Elect Hugues Lagesse as Director	No	For	For		For
Phoenix Beverages Limited	12/13/2019	5	Elect Thierry Lagesse as Director	No	For	For		For
Phoenix Beverages Limited	12/13/2019	6	Elect Reshan Rambocus as Director	No	For	For		For
Phoenix Beverages Limited	12/13/2019	7	Approve Remuneration of Directors	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Phoenix Beverages Limited	12/13/2019	8	Ratify Ernst & Young as Auditors and Authorize the Board to Fix Their Remuneration	No	For	For		For
Phoenix Beverages Limited	12/13/2019	9	Ratify the Remuneration Paid to Ernst & Young for FY 2019	No	For	For		For
Pick n Pay Stores Limited	07/30/2019		Ordinary Resolutions	Yes				
Pick n Pay Stores Limited	07/30/2019	1	Reappoint Ernst & Young Inc as Auditors of the Company	No	For	For		For
Pick n Pay Stores Limited	07/30/2019	2.1	Re-elect Hugh Herman as Director	No	For	For		For
Pick n Pay Stores Limited	07/30/2019	2.2	Re-elect Jeff van Rooyen as Director	No	For	For		For
Pick n Pay Stores Limited	07/30/2019	2.3	Re-elect David Friedland as Director	No	For	For		For
Pick n Pay Stores Limited	07/30/2019	2.4	Re-elect Suzanne Ackerman-Berman as Director	No	For	For		Against
Pick n Pay Stores Limited	07/30/2019	2.5	Re-elect Jonathan Ackerman as Director	No	For	For		Against
Pick n Pay Stores Limited	07/30/2019	3.1	Re-elect Jeff van Rooyen as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Pick n Pay Stores Limited	07/30/2019	3.2	Re-elect Hugh Herman as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Pick n Pay Stores Limited	07/30/2019	3.3	Re-elect Audrey Mothupi as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Pick n Pay Stores Limited	07/30/2019	3.4	Re-elect David Friedland as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Pick n Pay Stores Limited	07/30/2019		Advisory Votes	Yes				
Pick n Pay Stores Limited	07/30/2019	1	Approve Remuneration Policy	No	For	For		For
Pick n Pay Stores Limited	07/30/2019	2	Approve Remuneration Implementation Report	No	For	Against		Against
Pick n Pay Stores Limited	07/30/2019		Special Resolutions	Yes				
Pick n Pay Stores Limited	07/30/2019	1	Approve Directors' Fees for the 2020 and 2021 Annual Financial Periods	No	For	Against		Against
Pick n Pay Stores Limited	07/30/2019	2.1	Approve Financial Assistance to Related or Inter-related Companies or Corporations	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Pick n Pay Stores Limited	07/30/2019	2.2	Approve Financial Assistance to an Employee of the Company or its Subsidiaries	No	For	For		For
Pick n Pay Stores Limited	07/30/2019	3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Pick n Pay Stores Limited	07/30/2019		Continuation of Ordinary Resolutions	Yes				
Pick n Pay Stores Limited	07/30/2019	4	Authorise Ratification of Approved Resolutions	No	For	For		For
Ping An Insurance (Group) Co. of China Ltd.	12/10/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Ping An Insurance (Group) Co. of China Ltd.	12/10/2019		APPROVE THE ELECTION OF DIRECTORS OF THE COMPANY	Yes				
Ping An Insurance (Group) Co. of China Ltd.	12/10/2019	1.0	Elect Xie Yonglin as Director	No	For	For		Against
Ping An Insurance (Group) Co. of China Ltd.	12/10/2019	1.0	Elect Tan Sin Yin as Director	No	For	For		Against
Ping An Insurance (Group) Co. of China Ltd.	12/10/2019	2	Amend Articles of Association	No	For	For		For
Pioneer Food Group Ltd.	10/15/2019		Special Resolutions	Yes				
Pioneer Food Group Ltd.	10/15/2019	1	Approve Scheme of Arrangement in Terms of Section 114 and 115 of the Companies Act by Pioneer Foods Shareholders	No	For	For		For
Pioneer Food Group Ltd.	10/15/2019	2	Approve Scheme of Arrangement in Terms of Section 114 and 115 of the Companies Act by Pioneer Foods Ordinary Shareholders	No	For	For		For
Pioneer Food Group Ltd.	10/15/2019	3	Authorise Specific Repurchase of Shares from the BEE Trust	No	For	For		For
Pioneer Food Group Ltd.	10/15/2019	4	Authorise Specific Repurchase of the Pioneer Foods Class A Shares	No	For	For		For
Pioneer Food Group Ltd.	10/15/2019	5	Approve Revocation of Special Resolution Number 1, 2, 3 and 4 if the Scheme Otherwise Lapses or Fails	No	For	For		For
Pioneer Food Group Ltd.	10/15/2019	6	Approve Payments to the Members of the Independent Board in Relation to the Pepsi Offer	No	For	For		For
Pioneer Food Group Ltd.	10/15/2019		Ordinary Resolutions	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Pioneer Food Group Ltd.	10/15/2019	1	Approve Delisting of Ordinary Shares from the Main Board of the JSE	No	For	For		For
Pioneer Food Group Ltd.	10/15/2019	2	Amend Phantom Share Plan	No	For	For		For
Pioneer Food Group Ltd.	10/15/2019	3	Authorise Pioneer Foods to Make the BEE Payment Directly or Indirectly to the BEE Transaction Participants	No	For	For		For
Pioneer Food Group Ltd.	10/15/2019	4	Authorise Ratification of Approved Resolutions	No	For	For		For
Piramal Enterprises Limited	07/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Piramal Enterprises Limited	07/30/2019	2	Approve Final Dividend	No	For	For		For
Piramal Enterprises Limited	07/30/2019	3	Reelect Swati A. Piramal as Director	No	For	For		For
Piramal Enterprises Limited	07/30/2019	4	Elect Arundhati Bhattacharya as Director	No	For	For		For
Piramal Enterprises Limited	07/30/2019	5	Approve Remuneration of Cost Auditors	No	For	For		For
Piramal Enterprises Limited	07/30/2019	6	Authorize Issuance of Non-Convertible Debentures on Private Placement Basis	No	For	For		For
Piramal Enterprises Limited	11/25/2019	1	Approve Issuance of Compulsorily Convertible Debentures on a Preferential Basis	No	For	For		For
Polskie Gornictwo Naftowe i Gazownictwo SA	07/31/2019		Management Proposals	Yes				
Polskie Gornictwo Naftowe i Gazownictwo SA	07/31/2019	1	Open Meeting	Yes				
Polskie Gornictwo Naftowe i Gazownictwo SA	07/31/2019	2	Elect Meeting Chairman	No	For	For		For
Polskie Gornictwo Naftowe i Gazownictwo SA	07/31/2019	3	Acknowledge Proper Convening of Meeting	Yes				
Polskie Gornictwo Naftowe i Gazownictwo SA	07/31/2019	4	Prepare List of Shareholders	Yes				
Polskie Gornictwo Naftowe i Gazownictwo SA	07/31/2019	5	Approve Agenda of Meeting	No	For	For		For
Polskie Gornictwo Naftowe i Gazownictwo SA	07/31/2019	6	Approve Acquisition of 10,000 Shares of PGNiG Upstream Norway AS	No	For	For		For
Polskie Gornictwo Naftowe i Gazownictwo SA	07/31/2019		Shareholder Proposal	Yes				
Polskie Gornictwo Naftowe i Gazownictwo SA	07/31/2019	7	Amend Statute	No	None	Against		Against
Polskie Gornictwo Naftowe i Gazownictwo SA	07/31/2019		Management Proposal	Yes				
Polskie Gornictwo Naftowe i Gazownictwo SA	07/31/2019	8	Close Meeting	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Power Grid Corporation of India Limited	08/27/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Power Grid Corporation of India Limited	08/27/2019	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Power Grid Corporation of India Limited	08/27/2019	3	Reelect Ravi P. Singh as Director	No	For	For		For
Power Grid Corporation of India Limited	08/27/2019	4	Authorize Board to Fix Remuneration of Statutory Auditors	No	For	For		Against
Power Grid Corporation of India Limited	08/27/2019	5	Elect Rajeev Kumar Chauhan as Director	No	For	For		For
Power Grid Corporation of India Limited	08/27/2019	6	Reelect Jagdish Ishwarbhai Patel as Director	No	For	For		For
Power Grid Corporation of India Limited	08/27/2019	7	Elect M. N. Venkatesan as Director	No	For	For		For
Power Grid Corporation of India Limited	08/27/2019	8	Approve Remuneration of Cost Auditors	No	For	For		For
Power Grid Corporation of India Limited	08/27/2019	9	Approve Issuance of Debentures/Bonds on Private Placement Basis	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019		Management Proposals	Yes				
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019	1	Open Meeting	Yes				
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019	2	Elect Meeting Chairman	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019	3	Acknowledge Proper Convening of Meeting	Yes				
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019	4	Approve Agenda of Meeting	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019		Shareholder Proposals Submitted by State Treasury	Yes				
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019	5	Amend Statute	No	None	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019	6	Amend March 13, 2017, EGM, Resolution Re: Approve Remuneration Policy for Management Board Members	No	None	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019	7	Amend March 13, 2017, EGM, Resolution Re: Approve Remuneration Policy for Supervisory Board Members	No	None	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019	8	Approve Regulations on Supervisory Board	No	None	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019	9.1	Recall Supervisory Board Member	No	None	Against		Against
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019	9.2	Elect Supervisory Board Member	No	None	Against		Against

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019		Management Proposal	Yes				
Powszechna Kasa Oszczednosci Bank Polski SA	09/17/2019	10	Close Meeting	Yes				
Powszechny Zaklad Ubezpieczen SA	09/06/2019	1	Open Meeting	Yes				
Powszechny Zaklad Ubezpieczen SA	09/06/2019	2	Elect Meeting Chairman	No	For	For		For
Powszechny Zaklad Ubezpieczen SA	09/06/2019	3	Acknowledge Proper Convening of Meeting	Yes				
Powszechny Zaklad Ubezpieczen SA	09/06/2019	4	Approve Agenda of Meeting	No	For	For		For
Powszechny Zaklad Ubezpieczen SA	09/06/2019	5	Amend Statute	No	For	Against		Against
Powszechny Zaklad Ubezpieczen SA	09/06/2019	6	Amend Statute	No	For	Against		Against
Powszechny Zaklad Ubezpieczen SA	09/06/2019	7	Amend Statute	No	For	For		For
Powszechny Zaklad Ubezpieczen SA	09/06/2019	8	Amend Statute Re: Sale of Fixed Assets	No	For	For		For
Powszechny Zaklad Ubezpieczen SA	09/06/2019	9	Amend Statute Re: Management Board	No	For	For		For
Powszechny Zaklad Ubezpieczen SA	09/06/2019	10	Close Meeting	Yes				
PPC Ltd.	08/29/2019		Ordinary Resolutions	Yes				
PPC Ltd.	08/29/2019	1	Elect Mark Thompson as Director	No	For	For		For
PPC Ltd.	08/29/2019	2	Re-elect Nonkululeko Gobodo as Director	No	For	For		For
PPC Ltd.	08/29/2019	3	Re-elect Anthony Ball as Director	No	For	For		For
PPC Ltd.	08/29/2019	4	Re-elect Charles Naude as Director	No	For	For		For
PPC Ltd.	08/29/2019	5	Re-elect Nonkululeko Gobodo as Member of the Audit Committee	No	For	For		For
PPC Ltd.	08/29/2019	6	Re-elect Noluvuyo Mkhondo as Member of the Audit Committee	No	For	For		For
PPC Ltd.	08/29/2019	7	Elect Mark Thompson as Member of the Audit Committee	No	For	For		For
PPC Ltd.	08/29/2019	8	Re-elect Charles Naude as Member of the Audit Committee	No	For	For		For
PPC Ltd.	08/29/2019	9	Reappoint Deloitte & Touche as Auditors of the Company with Andrew Mashifane as Designated Auditor	No	For	For		For
PPC Ltd.	08/29/2019	10	Approve Remuneration Policy	No	For	For		For
PPC Ltd.	08/29/2019	11	Approve Remuneration Implementation Report	No	For	For		For
PPC Ltd.	08/29/2019	12	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
PPC Ltd.	08/29/2019	13	Authorise Board to Issue Shares for Cash	No	For	For		For
PPC Ltd.	08/29/2019	14	Authorise Ratification of Approved Resolutions	No	For	For		For
PPC Ltd.	08/29/2019		Special Resolutions	Yes				
PPC Ltd.	08/29/2019	1	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
PPC Ltd.	08/29/2019	2	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
PPC Ltd.	08/29/2019	3	Approve Remuneration of Board Chairman	No	For	For		For
PPC Ltd.	08/29/2019	4	Approve Remuneration of Non-executive Director	No	For	For		For
PPC Ltd.	08/29/2019	5	Approve Remuneration of Audit and Risk Committee Chairman	No	For	For		For
PPC Ltd.	08/29/2019	6	Approve Remuneration of Audit and Risk Committee Member	No	For	For		For
PPC Ltd.	08/29/2019	7	Approve Remuneration of Remuneration Committee Chairman	No	For	For		For
PPC Ltd.	08/29/2019	8	Approve Remuneration of Remuneration Committee Member	No	For	For		For
PPC Ltd.	08/29/2019	9	Approve Remuneration of Social and Ethics Committee Chairman	No	For	For		For
PPC Ltd.	08/29/2019	10	Approve Remuneration of Social and Ethics Committee Member	No	For	For		For
PPC Ltd.	08/29/2019	11	Approve Remuneration of Nominations Committee Chairman	No	For	For		For
PPC Ltd.	08/29/2019	12	Approve Remuneration of Nominations Committee Member	No	For	For		For
PPC Ltd.	08/29/2019	13	Approve Remuneration of Investment Committee Chairman	No	For	For		For
PPC Ltd.	08/29/2019	14	Approve Remuneration of Investment Committee Member	No	For	For		For
PPC Ltd.	08/29/2019	15	Approve Attendance Fee of the Chairman for Special Meetings	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
PPC Ltd.	08/29/2019	16	Approve Attendance Fee of Each Non-executive Director for Special Meetings	No	For	For		For
PPC Ltd.	08/29/2019	17	Authorise Repurchase of Issued Share Capital	No	For	For		For
Prologis Property Mexico SA de CV	07/02/2019		Ordinary Meeting for Holders of REITs - ISIN MXCFI170008	Yes				
Prologis Property Mexico SA de CV	07/02/2019	1	Receive Report from Administrator on Triggering of Incentive Fee During Incentive Fee Period Which Concluded on June 4, 2019	No	For	For		For
Prologis Property Mexico SA de CV	07/02/2019	2	Approve Issuance of Additional Real Estate Trust Certificates in Order to Carry out Payment of Incentive Fee	No	For	For		For
Prologis Property Mexico SA de CV	07/02/2019	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Promotora y Operadora de Infraestructura SA	10/31/2019		Ordinary Business	Yes				
Promotora y Operadora de Infraestructura SA	10/31/2019	1	Approve Dividends of MXN 4.72 Per Share	No	For	For		For
Promotora y Operadora de Infraestructura SA	10/31/2019	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
PT Aneka Tambang Tbk	12/19/2019	1	Approve Changes in Board of Company	No	For	Against		Against
PT Bank Danamon Indonesia Tbk	10/01/2019	1	Approve Changes in Board of Company	No	For	Against		Against
PT Bank Danamon Indonesia Tbk	10/01/2019	2	Amend Article 3 of the Articles of Association	No	For	Against		Against
PT Bank Mandiri (Persero) Tbk	08/28/2019	1	Approve Evaluation of First Semester Performance 2019	No	None	For		For
PT Bank Mandiri (Persero) Tbk	08/28/2019	2	Approve Changes in Board of Company	No	None	Against		Against
PT Bank Mandiri (Persero) Tbk	12/09/2019	1	Approve Changes in Board of Company	No	For	Against		Against
PT Bank Negara Indonesia (Persero) Tbk	08/30/2019	1	Approve Evaluation of First Semester Performance 2019	No	None	For		For
PT Bank Negara Indonesia (Persero) Tbk	08/30/2019	2	Approve Changes in Board of Company	No	None	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
PT Bank Rakyat Indonesia (Persero) Tbk	09/02/2019	1	Approve Evaluation of First Semester Performance 2019	No	None	For		For
PT Bank Rakyat Indonesia (Persero) Tbk	09/02/2019	2	Approve Company's Recovery Plan	No	None	For		For
PT Bank Rakyat Indonesia (Persero) Tbk	09/02/2019	3	Approve Changes in Board of Company	No	None	Against		Against
PT Hanson International Tbk	07/04/2019	1	Approve Financial Statements, Statutory Reports, and Discharge of Directors and Commissioners	No	For	For		For
PT Hanson International Tbk	07/04/2019	2	Approve Allocation of Income	No	For	For		For
PT Hanson International Tbk	07/04/2019	3	Approve Remuneration of Directors and Commissioners	No	For	For		For
PT Hanson International Tbk	07/04/2019	4	Approve Auditors	No	For	For		For
PT Hanson International Tbk	11/13/2019	1	Approve Rights Issue	No	For	For		For
PT Hanson International Tbk	11/13/2019	2	Approve Changes in Board of Company	No	For	For		For
PT Hanson International Tbk	11/13/2019	3	Amend Corporate Purpose	No	For	Against		Against
PT Matahari Department Store Tbk	08/08/2019	1	Amend Article 3 of the Articles of Association in Relation to Electronically Integrated Business Licensing Services	No	For	For		For
PT Perusahaan Gas Negara Tbk	08/30/2019	1	Approve Evaluation of First Semester Performance 2019	No	None	For		For
PT Perusahaan Gas Negara Tbk	08/30/2019	2	Approve Changes in Board of Company	No	None	Against		Against
PT Siloam International Hospitals Tbk	12/09/2019	1	Approve Share Repurchase Program	No	For	Against		Against
PT Siloam International Hospitals Tbk	12/09/2019	2	Approve Transfer of Shares from Shares Buyback through the Implementation of MESOP Program	No	For	Against		Against
PT Siloam International Hospitals Tbk	12/09/2019	3	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
PT Unilever Indonesia Tbk	11/20/2019	1.a	Approve Resignation of Amparo Cheung Aswin as Director	No	For	For		For
PT Unilever Indonesia Tbk	11/20/2019	1.a	Elect Rizki Raksanugraha as Director	No	For	For		For
PT Unilever Indonesia Tbk	11/20/2019	1.a	Approve Resignation of Vikram Kumaraswamy as Director	No	For	For		For
PT Unilever Indonesia Tbk	11/20/2019	1.a	Elect Arif Hudaya as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
PT Unilever Indonesia Tbk	11/20/2019	2	Approve Stock Split and Amend Articles of Association in Relation to the Stock Split	No	For	For		For
PT Vale Indonesia Tbk	08/16/2019	1	Amend Article 3 of the Articles of Association	No	For	For		For
PT Vale Indonesia Tbk	08/16/2019	2	Approve Changes in Board of Company	No	For	For		For
PT XL Axiata Tbk	09/30/2019	1	Approve Amendment and Restated Long Term Incentive Plan 2016 - 2020	No	For	Against		Against
Public Power Corp. SA	08/22/2019		Special Meeting Agenda	Yes				
Public Power Corp. SA	08/22/2019	1	Elect Director	No	For	Against		Against
Public Power Corp. SA	08/22/2019	2.1	Elect Director	No	For	Against		Against
Public Power Corp. SA	08/22/2019	2.2	Elect Director	No	For	Against		Against
Public Power Corp. SA	08/22/2019	2.3	Elect Director	No	For	Against		Against
Public Power Corp. SA	08/22/2019	2.4	Elect Director	No	For	Against		Against
Public Power Corp. SA	08/22/2019	2.5	Elect Director	No	For	Against		Against
Public Power Corp. SA	08/22/2019	3	Elect Members of Audit Committee	No	For	For		Against
Public Power Corp. SA	08/22/2019	4	Other Business	No	For	Against		Against
Public Power Corp. SA	12/23/2019		Special Meeting Agenda	Yes				
Public Power Corp. SA	12/23/2019	1	Amend Company Articles	No	For	For		For
Public Power Corp. SA	12/23/2019	2	Elect Members of Audit Committee, Determine Composition and Structure of Audit Committee	No	For	For		For
Public Power Corp. SA	12/23/2019	3.a	Approve Remuneration Policy for Board Members and Committee Members	No	For	For		For
Public Power Corp. SA	12/23/2019	3.b	Approve Remuneration and Recruitment Procedures for Company's Executives	No	For	For		For
Public Power Corp. SA	12/23/2019	4	Ratify Director Appointment	No	For	For		Against
Public Power Corp. SA	12/23/2019	5	Other Business	No	For	Against		Against
PVR Limited	07/25/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
PVR Limited	07/25/2019	2	Approve Dividends	No	For	For		For
PVR Limited	07/25/2019	3	Reelect Renuka Ramnath as Director	No	For	Against		Against
PVR Limited	07/25/2019	4	Elect Deepa Misra Harris as Director	No	For	For		For
PVR Limited	07/25/2019	5	Reelect Sanjai Vohra as Director	No	For	For		For
PVR Limited	07/25/2019	6	Reelect Amit Burman as Director	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
PVR Limited	07/25/2019	7	Reelect Vikram Bakshi as Director	No	For	For		For
PVR Limited	07/25/2019	8	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	No	For	For		For
PVR Limited	07/25/2019	9	Approve Remuneration to Sanjai Vohra as Directors	No	For	For		For
QL Resources Berhad	08/29/2019		ORDINARY RESOLUTIONS	Yes				
QL Resources Berhad	08/29/2019	1	Approve Final Dividend	No	For	For		For
QL Resources Berhad	08/29/2019	2	Elect Tan Bun Poo as Director	No	For	For		For
QL Resources Berhad	08/29/2019	3	Elect Aini Binti Ideris as Director	No	For	For		For
QL Resources Berhad	08/29/2019	4	Elect Chia Seong Pow as Director	No	For	For		For
QL Resources Berhad	08/29/2019	5	Elect Chia Song Swa as Director	No	For	For		For
QL Resources Berhad	08/29/2019	6	Elect Chia Lik Khai as Director	No	For	For		For
QL Resources Berhad	08/29/2019	7	Approve Directors' Fees and Benefits	No	For	For		For
QL Resources Berhad	08/29/2019	8	Approve Additional Directors' Benefits	No	For	For		For
QL Resources Berhad	08/29/2019	9	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
QL Resources Berhad	08/29/2019	10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
QL Resources Berhad	08/29/2019	11	Authorize Share Repurchase Program	No	For	For		For
QL Resources Berhad	08/29/2019	12	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
QL Resources Berhad	08/29/2019		Special Resolution	Yes				
QL Resources Berhad	08/29/2019	1	Adopt New Constitution	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019		Ordinary Resolutions	Yes				
Rand Merchant Investment Holdings Ltd.	11/14/2019	1.1	Re-elect Peter Cooper as Director	No	For	For		Against
Rand Merchant Investment Holdings Ltd.	11/14/2019	1.2	Re-elect Sonja de Bruyn as Director	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019	1.3	Re-elect Laurie Dippenaar as Director	No	For	For		Against
Rand Merchant Investment Holdings Ltd.	11/14/2019	1.4	Re-elect Jannie Durand as Director	No	For	For		Against
Rand Merchant Investment Holdings Ltd.	11/14/2019	1.5	Re-elect Per-Erik Lagerstrom as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Rand Merchant Investment Holdings Ltd.	11/14/2019	1.6	Re-elect Murphy Morobe as Director	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019		Advisory Endorsement	Yes				
Rand Merchant Investment Holdings Ltd.	11/14/2019	1	Approve Remuneration Policy	No	For	Against		Against
Rand Merchant Investment Holdings Ltd.	11/14/2019	2	Approve Remuneration Implementation Report	No	For	Against		Against
Rand Merchant Investment Holdings Ltd.	11/14/2019		Continuation of Ordinary Resolutions	Yes				
Rand Merchant Investment Holdings Ltd.	11/14/2019	2	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019	3	Authorise Board to Issue Shares for Cash	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019	4	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company and Authorise Their Remuneration	No	For	For		Against
Rand Merchant Investment Holdings Ltd.	11/14/2019	5.1	Re-elect Johan Burger as Member of the Audit and Risk Committee	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019	5.2	Re-elect Sonja de Bruyn as Member of the Audit and Risk Committee	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019	5.3	Re-elect Per-Erik Lagerstrom as Member of the Audit and Risk Committee	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019	5.4	Re-elect James Teegeer as Member of the Audit and Risk Committee	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019	6	Authorise Ratification of Approved Resolutions	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019		Special Resolutions	Yes				
Rand Merchant Investment Holdings Ltd.	11/14/2019	1	Approve Remuneration of Non-executive Directors	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019	3	Authorise Issue of Shares and/or Options Pursuant to a Reinvestment Option	No	For	For		For
Rand Merchant Investment Holdings Ltd.	11/14/2019	4	Approve Financial Assistance to Directors, Prescribed Officers and Employee Share Scheme Beneficiaries	No	For	Against		Against

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Rand Merchant Investment Holdings Ltd.	11/14/2019	5	Approve Financial Assistance to Related and Inter-related Entities	No	For	For		For
REC Limited	08/29/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
REC Limited	08/29/2019	2	Approve Payment of Interim Dividend	No	For	For		For
REC Limited	08/29/2019	3	Reelect Ajeet Kumar Agarwal as Director	No	For	For		Against
REC Limited	08/29/2019	4	Authorize Board to Fix Remuneration of Statutory Auditors	No	For	For		For
REC Limited	08/29/2019	5	Approve Issuance of Non-Convertible Debentures/Bonds on Private Placement Basis	No	For	For		For
REC Limited	08/29/2019	6	Approve Related Party Transactions	No	For	Against		Against
Reliance Industries Limited	08/12/2019	1.a	Accept Financial Statements and Statutory Reports	No	For	For		For
Reliance Industries Limited	08/12/2019	1.b	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Reliance Industries Limited	08/12/2019	2	Approve Dividend	No	For	For		For
Reliance Industries Limited	08/12/2019	3	Elect Pawan Kumar Kapil as Director	No	For	For		For
Reliance Industries Limited	08/12/2019	4	Elect Nita M. Ambani as Director	No	For	For		For
Reliance Industries Limited	08/12/2019	5	Approve Reappointment and Remuneration of P.M.S. Prasad as Whole-time Director, Designated as Executive Director	No	For	For		For
Reliance Industries Limited	08/12/2019	6	Reelect Raminder Singh Gujral as Director	No	For	Against		Against
Reliance Industries Limited	08/12/2019	7	Elect Arundhati Bhattacharya as Director	No	For	For		For
Reliance Industries Limited	08/12/2019	8	Approve Remuneration of Cost Auditors	No	For	For		For
Remgro Ltd.	11/28/2019		Ordinary Resolutions	Yes				
Remgro Ltd.	11/28/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Remgro Ltd.	11/28/2019	2	Reappoint PricewaterhouseCoopers Inc. as Auditors of the Company with Anton Wentzel as the Individual Registered Auditor	No	For	For		For
Remgro Ltd.	11/28/2019	3	Re-elect Jannie Durand as Director	No	For	For		For
Remgro Ltd.	11/28/2019	4	Re-elect Peter Mageza as Director	No	For	For		For
Remgro Ltd.	11/28/2019	5	Re-elect Josua Malherbe as Director	No	For	For		For
Remgro Ltd.	11/28/2019	6	Re-elect Phillip Moleketi as Director	No	For	For		For
Remgro Ltd.	11/28/2019	7	Re-elect Frederick Robertson as Director	No	For	For		For
Remgro Ltd.	11/28/2019	8	Elect Anton Rupert as Director	No	For	For		For
Remgro Ltd.	11/28/2019	9	Re-elect Sonja de Bruyn Sebotsa as Member of the Audit and Risk Committee	No	For	For		For
Remgro Ltd.	11/28/2019	10	Re-elect Peter Mageza as Member of the Audit and Risk Committee	No	For	For		For
Remgro Ltd.	11/28/2019	11	Re-elect Phillip Moleketi as Member of the Audit and Risk Committee	No	For	For		For
Remgro Ltd.	11/28/2019	12	Re-elect Frederick Robertson as Member of the Audit and Risk Committee	No	For	For		For
Remgro Ltd.	11/28/2019	13	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Remgro Ltd.	11/28/2019	14	Approve Remuneration Policy	No	For	For		For
Remgro Ltd.	11/28/2019	15	Approve Remuneration Implementation Report	No	For	For		For
Remgro Ltd.	11/28/2019		Special Resolutions	Yes				
Remgro Ltd.	11/28/2019	1	Approve Directors' Remuneration	No	For	For		For
Remgro Ltd.	11/28/2019	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Remgro Ltd.	11/28/2019	3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
Remgro Ltd.	11/28/2019	4	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Renaissance Services SAOG	07/29/2019		Ordinary Business	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Renaissance Services SAOG	07/29/2019	1	Approve Sale of 86.5 Percent Equity Shares in Topaz Energy & Marine Limited, Bermuda.	No	For	Against		Against
Renaissance Services SAOG	07/29/2019	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	Against		Against
Renaissance Services SAOG	12/08/2019	1	Approve Reduction in Share Capital from OMR 36,727,275 to OMR 23,641,000	No	For	For		For
Renaissance Services SAOG	12/08/2019	2	Authorize Board to take all Necessary Actions to Implement Reduction in Share Capital	No	For	For		For
Renaissance Services SAOG	12/08/2019	3	Amend Article 5 of Bylaws to Reflect Changes in Capital	No	For	For		For
Resilient REIT Ltd.	11/06/2019		Ordinary Resolutions	Yes				
Resilient REIT Ltd.	11/06/2019	1	Elect Stuart Bird as Director	No	For	For		For
Resilient REIT Ltd.	11/06/2019	2.1	Re-elect Des de Beer as Director	No	For	For		For
Resilient REIT Ltd.	11/06/2019	2.2	Re-elect Jacobus Kriek as Director	No	For	For		For
Resilient REIT Ltd.	11/06/2019	2.3	Re-elect Protas Phili as Director	No	For	For		For
Resilient REIT Ltd.	11/06/2019	2.4	Re-elect Dawn Marole as Director	No	For	For		For
Resilient REIT Ltd.	11/06/2019	3.1	Re-elect Barry van Wyk as Director	No	For	For		For
Resilient REIT Ltd.	11/06/2019	3.2	Re-elect Thembi Chagonda as Director	No	For	For		For
Resilient REIT Ltd.	11/06/2019	4.1	Re-elect David Brown as Member of the Audit Committee	No	For	For		For
Resilient REIT Ltd.	11/06/2019	4.2	Re-elect Protas Phili as Member of the Audit Committee	No	For	For		For
Resilient REIT Ltd.	11/06/2019	4.3	Re-elect Des Gordon as Member of the Audit Committee	No	For	For		For
Resilient REIT Ltd.	11/06/2019	5	Appoint PKF Octagon Inc. with H Schalekamp as the Designated Audit Partner	No	For	For		For
Resilient REIT Ltd.	11/06/2019	6	Authorise Board to Issue Shares for Cash	No	For	For		For
Resilient REIT Ltd.	11/06/2019	7	Approve Conditional Share Plan	No	For	For		For
Resilient REIT Ltd.	11/06/2019		Non-binding Advisory Vote	Yes				
Resilient REIT Ltd.	11/06/2019	1	Approve Remuneration Policy	No	For	For		For
Resilient REIT Ltd.	11/06/2019	2	Approve Remuneration Implementation Report	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Resilient REIT Ltd.	11/06/2019		Special Resolutions	Yes				
Resilient REIT Ltd.	11/06/2019	1	Approve Financial Assistance to Related or Inter-related Companies	No	For	For		For
Resilient REIT Ltd.	11/06/2019	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Resilient REIT Ltd.	11/06/2019	3.1	Approve Non-executive Directors' Fees	No	For	For		For
Resilient REIT Ltd.	11/06/2019	3.2	Approve Non-executive Directors' Fees for Special Committee Meetings	No	For	For		For
Resilient REIT Ltd.	11/06/2019	4	Authorise Issue of Shares under the Conditional Share Plan	No	For	For		For
Resilient REIT Ltd.	11/06/2019		Continuation of Ordinary Resolutions	Yes				
Resilient REIT Ltd.	11/06/2019	8	Authorise Ratification of Approved Resolutions	No	For	For		For
Riyad Bank	09/30/2019		Ordinary Business	Yes				
Riyad Bank	09/30/2019	1.1	Elect Ibrahim Sharbatli as Director	No	None	Abstain		Abstain
Riyad Bank	09/30/2019	1.2	Elect Jamal Al Rammah as Director	No	None	For		For
Riyad Bank	09/30/2019	1.3	Elect Khalid Al Suleiman as Director	No	None	Abstain		Abstain
Riyad Bank	09/30/2019	1.4	Elect Salih Al Humeidan as Director	No	None	Abstain		Abstain
Riyad Bank	09/30/2019	1.5	Elect Talal Al Qudheibi as Director	No	None	For		For
Riyad Bank	09/30/2019	1.6	Elect Abdulrahman Jawah as Director	No	None	For		For
Riyad Bank	09/30/2019	1.7	Elect Abdulwahab Al Qahtani as Director	No	None	For		For
Riyad Bank	09/30/2019	1.8	Elect Fahd Al Shamri as Director	No	None	For		For
Riyad Bank	09/30/2019	1.9	Elect Mohammed Al Barjas as Director	No	None	Abstain		Abstain
Riyad Bank	09/30/2019	1.1	Elect Abdullah Al Issa as Director	No	None	For		For
Riyad Bank	09/30/2019	1.1	Elect Mohammed Al Oteibi as Director	No	None	For		For
Riyad Bank	09/30/2019	1.1	Elect Mohammed Al Afaliq as Director	No	None	For		For
Riyad Bank	09/30/2019	1.1	Elect Mohammed Al Nahhas as Director	No	None	Abstain		Abstain
Riyad Bank	09/30/2019	1.1	Elect Moataz Al Azawi as Director	No	None	For		For
Riyad Bank	09/30/2019	1.1	Elect Nadir Al Waheebi as Director	No	None	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Riyad Bank	09/30/2019	2	Elect Members of Audit Committee, Approve its Charter and the Remuneration of Its Members	No	For	For		For
RMB Holdings Ltd.	11/14/2019		Ordinary Resolutions	Yes				
RMB Holdings Ltd.	11/14/2019	1.1	Re-elect Jannie Durand as Director	No	For	Against		Against
RMB Holdings Ltd.	11/14/2019	1.2	Re-elect Peter Cooper as Director	No	For	Against		Against
RMB Holdings Ltd.	11/14/2019	1.3	Re-elect Laurie Dippenaar as Director	No	For	Against		Against
RMB Holdings Ltd.	11/14/2019	1.4	Re-elect Sonja De Bruyn as Director	No	For	For		For
RMB Holdings Ltd.	11/14/2019	1.5	Elect Obakeng Phetwe as Director	No	For	Against		Against
RMB Holdings Ltd.	11/14/2019	2	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
RMB Holdings Ltd.	11/14/2019	3	Authorise Board to Issue Shares for Cash	No	For	For		For
RMB Holdings Ltd.	11/14/2019	4	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company and Authorise Their Remuneration	No	For	For		For
RMB Holdings Ltd.	11/14/2019	5.1	Re-elect Sonja De Bruyn as Member of the Audit and Risk Committee	No	For	For		For
RMB Holdings Ltd.	11/14/2019	5.2	Re-elect Per-Erik Lagerstrom as Member of the Audit and Risk Committee	No	For	For		For
RMB Holdings Ltd.	11/14/2019	5.3	Re-elect James Teegeer as Member of the Audit and Risk Committee	No	For	For		For
RMB Holdings Ltd.	11/14/2019	6	Authorise Ratification of Approved Resolutions	No	For	For		For
RMB Holdings Ltd.	11/14/2019	7.1	Approve Remuneration Policy	No	For	Against		Against
RMB Holdings Ltd.	11/14/2019	7.2	Approve Remuneration Implementation Report	No	For	Against		Against
RMB Holdings Ltd.	11/14/2019		Special Resolutions	Yes				
RMB Holdings Ltd.	11/14/2019	1	Approve Non-executive Directors' Remuneration	No	For	For		For
RMB Holdings Ltd.	11/14/2019	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
RMB Holdings Ltd.	11/14/2019	3	Authorise Issue of Shares or Options Pursuant to a Reinvestment Option	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
RMB Holdings Ltd.	11/14/2019	4	Approve Financial Assistance to Directors, Prescribed Officers and Employee Share Scheme Beneficiaries	No	For	Against		Against
RMB Holdings Ltd.	11/14/2019	5	Approve Financial Assistance to Related or Inter-related Entities	No	For	For		For
Robinson Public Company Limited	09/05/2019	1	Approve Minutes of Previous Meeting	Yes				
Robinson Public Company Limited	09/05/2019	2	Approve Delisting of Company's Shares from SET Pursuant to the Proposal Under the Restructuring Plan of Central Retail and the Relevant Authorization	No	For	For		For
Robinson Public Company Limited	09/05/2019	3	Amend Articles of Association	No	For	For		For
Robinson Public Company Limited	09/05/2019	4	Other Business	No	For	Against		Against
Rogers and Company Limited	11/05/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Rogers and Company Limited	11/05/2019	2	Reelect Guy Adam as Director	No	For	Against		Against
Rogers and Company Limited	11/05/2019	3	Reelect Eric Espitalier-Noel as Director	No	For	Against		Against
Rogers and Company Limited	11/05/2019	4	Reelect Gilbert Espitalier-Noel as Director	No	For	For		For
Rogers and Company Limited	11/05/2019	5	Reelect Hector Espitalier-Noel as Director	No	For	For		For
Rogers and Company Limited	11/05/2019	6	Reelect Philippe Espitalier-Noel as Director	No	For	Against		Against
Rogers and Company Limited	11/05/2019	7	Reelect Damien Mamet as Director	No	For	For		For
Rogers and Company Limited	11/05/2019	8	Reelect Vivian Masson as Director	No	For	For		For
Rogers and Company Limited	11/05/2019	9	Reelect Jean-Pierre Montocchio as Director	No	For	Against		Against
Rogers and Company Limited	11/05/2019	10	Reelect Ashley Coomar Ruhee as Director	No	For	For		For
Rogers and Company Limited	11/05/2019	11	Reelect Thierry Hugnin as Director	No	For	For		For
Rogers and Company Limited	11/05/2019	12	Reelect Deonanan Makoond as Director	No	For	For		For
Rogers and Company Limited	11/05/2019	13	Reelect Aruna Radhakesoon as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Rogers and Company Limited	11/05/2019	14	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Rosneft Oil Co.	09/30/2019		Meeting for GDR Holders	Yes				
Rosneft Oil Co.	09/30/2019	1	Approve Interim Dividends of RUB 15.34 for First Half Year of Fiscal 2019	No	For	For		For
Rostelecom PJSC	12/18/2019	1	Approve Increase in Share Capital through Issuance of 1.2 Billion Ordinary Shares via Closed Subscription	No	For	For		For
S.N.G.N. Romgaz S.A	09/25/2019		Extraordinary Business	Yes				
S.N.G.N. Romgaz S.A	09/25/2019	1	Approve Activity Report for S1 2019	No	For	For		For
S.N.G.N. Romgaz S.A	09/25/2019	2	Approve Acquisition of Shares in Gastrade SA - LNG Alexandroupolis INGS	No	For	For		For
S.N.G.N. Romgaz S.A	09/25/2019	3	Approve Procurement of Legal Consulting, Assistance, and Representation Services	No	For	For		For
S.N.G.N. Romgaz S.A	10/26/2019		Extraordinary Business	Yes				
S.N.G.N. Romgaz S.A	10/26/2019	1	Extend Term of Interim Directors	No	For	For		For
S.N.G.N. Romgaz S.A	10/26/2019	2	Amend Contracts of Mandate with Extended Interim Directors	No	For	For		For
S.N.G.N. Romgaz S.A	10/26/2019	3	Empower State Representative to Sign Amended Contracts with Extended Interim Directors	No	For	For		For
S.N.G.N. Romgaz S.A	11/05/2019		Extraordinary Business	Yes				
S.N.G.N. Romgaz S.A	11/05/2019	1	Approve Gas Sale and Purchase Agreement with SC Electrocentrale Bucuresti SA	No	For	For		For
S.N.G.N. Romgaz S.A	11/05/2019	2	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.G.N. Romgaz S.A	12/11/2019		Extraordinary Business	Yes				
S.N.G.N. Romgaz S.A	12/11/2019	1	Authorize Board of Directors to Do All Necessary Actions in Order to Set Joint-Venture Company with S.A.P.E. SA	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
S.N.G.N. Romgaz S.A	12/11/2019	2	Approve Procurement of Legal Consulting, Assistance, and Representation Services	No	For	For		For
S.N.G.N. Romgaz S.A	12/11/2019	3	Authorize Chairman to Sign Approved Resolutions	No	For	For		For
S.N.G.N. Romgaz S.A	12/23/2019		Extraordinary Business	Yes				
S.N.G.N. Romgaz S.A	12/23/2019		Shareholder Proposals Submitted by the Romanian Ministry of Economy	Yes				
S.N.G.N. Romgaz S.A	12/23/2019	1.a	Revoke Stan Olteanu Manuela Petronela as Interim Director	No	None	Against		Against
S.N.G.N. Romgaz S.A	12/23/2019	1.b	Revoke Havrilet Niculae as Interim Director	No	None	Against		Against
S.N.G.N. Romgaz S.A	12/23/2019	1.c	Revoke Parpala Caius-Mihai as Interim Director	No	None	Against		Against
S.N.G.N. Romgaz S.A	12/23/2019	1.d	Revoke Harabor Tudorel as Interim Director	No	None	Against		Against
S.N.G.N. Romgaz S.A	12/23/2019	1.e	Revoke Cimpeanu Nicolae as Interim Director	No	None	Against		Against
S.N.G.N. Romgaz S.A	12/23/2019	2.a	Elect Jude Aristotel Marius as Interim Director	No	None	For		For
S.N.G.N. Romgaz S.A	12/23/2019	2.b	Elect Stan Olteanu Manuela Petronela as Interim Director	No	None	For		For
S.N.G.N. Romgaz S.A	12/23/2019	2.c	Elect Harabor Tudorel as Interim Director	No	None	For		For
S.N.G.N. Romgaz S.A	12/23/2019	2.d	Elect Marin Marius-Dumitru as Interim Director	No	None	Against		Against
S.N.G.N. Romgaz S.A	12/23/2019	2.e	Elect Botond Balazs as Interim Director	No	None	Against		Against
S.N.G.N. Romgaz S.A	12/23/2019	3	Fix Duration of Mandate of Elected Interim Directors	No	None	For		For
S.N.G.N. Romgaz S.A	12/23/2019	4	Approve Remuneration of Elected Interim Directors	No	None	For		For
S.N.G.N. Romgaz S.A	12/23/2019	5	Approve Contract of Mandate for Elected Interim Directors	No	None	For		For
S.N.G.N. Romgaz S.A	12/23/2019	6	Empower Representatives to Sign Contracts with Elected Interim Directors	No	None	For		For
S.N.T.G.N. Transgaz SA	07/29/2019		Extraordinary Business	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
S.N.T.G.N. Transgaz SA	07/29/2019	1	Approve Company's Membership in "Oil and Gas Employers' Federation"	No	For	For		For
S.N.T.G.N. Transgaz SA	07/29/2019	2	Approve Meeting's Record Date	No	For	For		For
S.N.T.G.N. Transgaz SA	07/29/2019	3	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.T.G.N. Transgaz SA	07/29/2019		Extraordinary Business	Yes				
S.N.T.G.N. Transgaz SA	07/29/2019	1	Approve Development Plan for National Natural Gas Transmission System 2019-2028 ("TYNDP") for Submission to ANRE	No	For	For		For
S.N.T.G.N. Transgaz SA	07/29/2019	2	Approve Meeting's Record Date	No	For	For		For
S.N.T.G.N. Transgaz SA	07/29/2019	3	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.T.G.N. Transgaz SA	09/17/2019		Extraordinary Business	Yes				
S.N.T.G.N. Transgaz SA	09/17/2019	1	Approve Board's Report for S1 2019	No	For	For		For
S.N.T.G.N. Transgaz SA	09/17/2019	2	Approve Information Re: Procurement of Products, Services, and Works in Q2 2019	No	For	For		For
S.N.T.G.N. Transgaz SA	09/17/2019	3	Approve Meeting's Record Date	No	For	For		For
S.N.T.G.N. Transgaz SA	09/17/2019	4	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.T.G.N. Transgaz SA	09/26/2019		Extraordinary Business	Yes				
S.N.T.G.N. Transgaz SA	09/26/2019	1	Receive Report on the Degree of Fulfilment of the Investment Program for Current Year	No	For	For		For
S.N.T.G.N. Transgaz SA	09/26/2019	2	Approve Meeting's Record Date	No	For	For		For
S.N.T.G.N. Transgaz SA	09/26/2019	3	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.T.G.N. Transgaz SA	12/02/2019		Extraordinary Business	Yes				
S.N.T.G.N. Transgaz SA	12/02/2019	1	Receive Report on the Degree of Fulfilment of the Investment Program for Current Year	No	For	For		For
S.N.T.G.N. Transgaz SA	12/02/2019	2	Approve Meeting's Record Date	No	For	For		For
S.N.T.G.N. Transgaz SA	12/02/2019	3	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.T.G.N. Transgaz SA	12/17/2019		Extraordinary Business	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
S.N.T.G.N. Transgaz SA	12/17/2019	1	Approve Information Re: Procurement of Products, Services, and Works in Q3 2019	No	For	For		For
S.N.T.G.N. Transgaz SA	12/17/2019	2	Approve Meeting's Record Date	No	For	For		For
S.N.T.G.N. Transgaz SA	12/17/2019	3	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
Safaricom Plc	08/30/2019		Ordinary Business	Yes				
Safaricom Plc	08/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Safaricom Plc	08/30/2019	2.1	Approve Final Dividend of KES 1.25 Per Share	No	For	For		For
Safaricom Plc	08/30/2019	2.2	Approve Special Dividend of KES 0.62 Per Share	No	For	For		For
Safaricom Plc	08/30/2019	3.1	Reelect Bitange Ndemo as Director	No	For	For		For
Safaricom Plc	08/30/2019	3.2	Reelect Rose Ogega as Director	No	For	For		For
Safaricom Plc	08/30/2019	4.1	Reelect Bitange Ndemo as Member of Audit Committee	No	For	For		For
Safaricom Plc	08/30/2019	4.2	Reelect Esther Koimett as Member of Audit Committee	No	For	For		For
Safaricom Plc	08/30/2019	4.3	Reelect Mohamed Joosub as Member of Audit Committee	No	For	For		For
Safaricom Plc	08/30/2019	4.4	Reelect Till Streichert as Member of Audit Committee	No	For	For		For
Safaricom Plc	08/30/2019	4.5	Reelect Rose Ogega as Member of Audit Committee	No	For	For		For
Safaricom Plc	08/30/2019	5	Approve Remuneration of Directors and Approve Director's Remuneration Report	No	For	For		For
Safaricom Plc	08/30/2019	6	Ratify Pricewaterhousecoopers as Auditors and Fix Their Remuneration	No	For	For		For
Safaricom Plc	08/30/2019	7	Other Business	No	For	Against		Against
Safaricom Plc	08/30/2019		Special Business	Yes				
Safaricom Plc	08/30/2019	8	Amend Article 89 (a) of Bylaws Re: Board Size	No	For	For		For
Sahara International Petrochemical Co.	12/08/2019		Ordinary Business	Yes				
Sahara International Petrochemical Co.	12/08/2019	1.1	Elect Khalid Al Zamil as Director	No	None	For		For
Sahara International Petrochemical Co.	12/08/2019	1.2	Elect Riyadh Idrees as Director	No	None	For		For
Sahara International Petrochemical Co.	12/08/2019	1.3	Elect Ayidh Al Qarni as Director	No	None	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sahara International Petrochemical Co.	12/08/2019	1.4	Elect Abdulrahman Al Zamil as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.5	Elect Fahad Al Rajhi as Director	No	None	For		For
Sahara International Petrochemical Co.	12/08/2019	1.6	Elect Ziad Al Turki as Director	No	None	For		For
Sahara International Petrochemical Co.	12/08/2019	1.7	Elect Khalid Al Shweiar as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.8	Elect Saeed Al Issai as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.9	Elect Ahmed Al Dhweian as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.1	Elect Bandar Massoudi as Director	No	None	For		For
Sahara International Petrochemical Co.	12/08/2019	1.1	Elect Sami Zidan as Director	No	None	For		For
Sahara International Petrochemical Co.	12/08/2019	1.1	Elect Salih Bahamdan as Director	No	None	For		For
Sahara International Petrochemical Co.	12/08/2019	1.1	Elect Salih Al Humeidan as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.1	Elect Sami Al Omar as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.1	Elect Huseein bin Hafidh as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.1	Elect Thamir Al Wadai as Director	No	None	For		For
Sahara International Petrochemical Co.	12/08/2019	1.1	Elect Fahad Al Shammari as Director	No	None	For		For
Sahara International Petrochemical Co.	12/08/2019	1.1	Elect Mohammed Al Ghamdi as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.1	Elect Salih Al Yami as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.2	Elect Mohammed bin Ali as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.2	Elect Wael Al Bassam as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.2	Elect Raad Al Qahtani as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.2	Elect Abdulaziz bin Dael as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.2	Elect Abdullah Al Sabeel as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.2	Elect Nabeel Manqash as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.2	Elect Mohammed Al Moammar as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.2	Elect Youssif Al Zamil as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.2	Elect Ibrahim Al Oteibi as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.2	Elect Saeed Basamah as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.3	Elect Adil Al Shayea as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.3	Elect Aziz Al Inizi as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.3	Elect Turki Al Rajhi as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.3	Elect Waleed Baamarouf as Director	No	None	For		For
Sahara International Petrochemical Co.	12/08/2019	1.3	Elect Muneer Al Sagheer as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.3	Elect Mohammed Al Oteibi as Director	No	None	Abstain		Abstain
Sahara International Petrochemical Co.	12/08/2019	1.3	Elect Zein Al Imam as Director	No	None	Abstain		Abstain

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sahara International Petrochemical Co.	12/08/2019	2	Elect Members of Audit Committee, Approve its Charter and the Remuneration of Its Members	No	For	For		For
Sahara International Petrochemical Co.	12/08/2019	3	Elect Ayidh Al Qarni as Member of Audit Committee	No	For	For		For
Sahara International Petrochemical Co.	12/08/2019	4	Elect Khalid Al Zamil as Director	No	For	For		For
Sahara International Petrochemical Co.	12/08/2019	5	Approve Increase of Auditors' Remuneration Re: Workload for Q2, Q3, Q4 for FY 2019 and Q1 for FY 2020	No	For	For		For
Sahara International Petrochemical Co.	12/08/2019	6	Approve Audit Committee Charter	No	For	For		For
Santander Bank Polska SA	09/23/2019	1	Open Meeting	Yes				
Santander Bank Polska SA	09/23/2019	2	Elect Meeting Chairman	No	For	For		For
Santander Bank Polska SA	09/23/2019	3	Acknowledge Proper Convening of Meeting	Yes				
Santander Bank Polska SA	09/23/2019	4	Approve Agenda of Meeting	No	For	For		For
Santander Bank Polska SA	09/23/2019	5	Receive Information on Division of Santander Securities SA	Yes				
Santander Bank Polska SA	09/23/2019	6	Approve Division of Santander Securities SA by Transferring Organized Part of Enterprise to Santander Bank Polska SA and Santander Finanse sp. z o.o.	No	For	For		For
Santander Bank Polska SA	09/23/2019	7	Elect Supervisory Board Member	No	For	Against		Against
Santander Bank Polska SA	09/23/2019	8	Approve Sale of Organized Part of Enterprise	No	For	Against		Against
Santander Bank Polska SA	09/23/2019	9	Receive Information on Changes of Suitability Assessment Policy for Supervisory Board Members	Yes				
Santander Bank Polska SA	09/23/2019	10	Amend Statute	No	For	Against		Against
Santander Bank Polska SA	09/23/2019	11	Approve Remuneration of Newly Elected Supervisory Board Member; Amend May 17, 2019, AGM Resolution Re: Approve Remuneration of Supervisory Board Members	No	For	Against		Against
Santander Bank Polska SA	09/23/2019	12	Close Meeting	Yes				
Sapura Energy Berhad	07/18/2019		Ordinary Resolutions	Yes				
Sapura Energy Berhad	07/18/2019	1	Elect Hamzah Bakar as Director	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sapura Energy Berhad	07/18/2019	2	Elect Hamid Bugo as Director	No	For	For		For
Sapura Energy Berhad	07/18/2019	3	Elect Gee Siew Yoong as Director	No	For	For		For
Sapura Energy Berhad	07/18/2019	4	Elect Kartini Hj Abdul Manaf as Director	No	For	For		For
Sapura Energy Berhad	07/18/2019	5	Elect Roslina Zainal as Director	No	For	For		For
Sapura Energy Berhad	07/18/2019	6	Approve Directors' Fees and Benefits	No	For	For		For
Sapura Energy Berhad	07/18/2019	7	Approve Ernst and Young as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Sapura Energy Berhad	07/18/2019	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Sapura Energy Berhad	07/18/2019		Special Resolution	Yes				
Sapura Energy Berhad	07/18/2019	1	Adopt New Constitution	No	For	For		For
Sasol Ltd.	11/27/2019	1.1	Re-elect Trix Kennealy as Director	No	For	Against		Against
Sasol Ltd.	11/27/2019	1.2	Re-elect Peter Robertson as Director	No	For	For		For
Sasol Ltd.	11/27/2019	1.3	Re-elect Paul Victor as Director	No	For	Against		Against
Sasol Ltd.	11/27/2019	2	Elect Siphon Nkosi as Director	No	For	For		For
Sasol Ltd.	11/27/2019	3	Elect Fleetwood Grobler as Director	No	For	For		For
Sasol Ltd.	11/27/2019	4	Elect Vuyo Kahla as Director	No	For	For		For
Sasol Ltd.	11/27/2019	5	Reappoint PricewaterhouseCoopers Inc. as Auditors of the Company	No	For	For		For
Sasol Ltd.	11/27/2019	6.1	Re-elect Colin Beggs as Member of the Audit Committee	No	For	Against		Against
Sasol Ltd.	11/27/2019	6.2	Re-elect Trix Kennealy as Member of the Audit Committee	No	For	Against		Against
Sasol Ltd.	11/27/2019	6.3	Re-elect Nomgando Matyumza as Member of the Audit Committee	No	For	Against		Against
Sasol Ltd.	11/27/2019	6.4	Re-elect Stephen Westwell as Member of the Audit Committee	No	For	Against		Against
Sasol Ltd.	11/27/2019	7	Approve Remuneration Policy	No	For	For		For
Sasol Ltd.	11/27/2019	8	Approve Implementation Report of the Remuneration Policy	No	For	For		For
Sasol Ltd.	11/27/2019	9	Amend Memorandum of Incorporation	No	For	For		For
Saudi Arabian Mining Co.	11/04/2019		Extraordinary Business	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Saudi Arabian Mining Co.	11/04/2019	1	Approve Increase in Authorized Capital Pursuant to the Debt Transfer Agreement	No	For	Against		Against
Saudi Arabian Mining Co.	11/04/2019	2	Approve Related Party Transactions Re: Loan Agreement Dated 26 June 2019	No	For	Against		Against
Saudi Arabian Mining Co.	11/04/2019	3	Approve Related Party Transactions Re: Loan Agreement Dated 27 June 2019	No	For	Against		Against
Saudi Arabian Mining Co.	11/04/2019	4	Approve Related Party Transactions Re: Debt Transfer Agreement	No	For	Against		Against
Saudi Arabian Mining Co.	11/04/2019	5	Amend Article 7 of Bylaws Re: Changes in Capital	No	For	Against		Against
Saudi Arabian Mining Co.	11/04/2019	6	Elect Yasir Al Rumayyan as Director	No	For	For		For
Saudia Dairy & Foodstuff Co.	12/03/2019		Extraordinary Business	Yes				
Saudia Dairy & Foodstuff Co.	12/03/2019	1	Authorize Share Repurchase Program	No	For	For		For
Saudia Dairy & Foodstuff Co.	12/03/2019	2	Approve Holding of the Purchased Shares for a Period Up to 5 Years	No	For	For		For
Severstal PAO	09/06/2019		Meeting for GDR Holders	Yes				
Severstal PAO	09/06/2019	1	Approve Interim Dividends of RUB 26.72 per Share for First Six Months of Fiscal 2019	No	For	For		For
Severstal PAO	11/22/2019		Meeting for GDR Holders	Yes				
Severstal PAO	11/22/2019	1	Approve Interim Dividends of RUB 27.47 per Share for First Nine Months of Fiscal 2019	No	For	For		For
Shandong Weigao Group Medical Polymer Company	07/02/2019	1	Approve 2018 Audited Consolidated Financial Statements	No	For	For		For
Shandong Weigao Group Medical Polymer Company	07/02/2019	2	Approve 2018 Report of the Board of Directors	No	For	For		For
Shandong Weigao Group Medical Polymer Company	07/02/2019	3	Approve 2018 Report of the Supervisory Committee	No	For	For		For
Shandong Weigao Group Medical Polymer Company	07/02/2019	4	Approve Final Dividend	No	For	For		For
Shandong Weigao Group Medical Polymer Company	07/02/2019	5	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Shandong Weigao Group Medical Polymer Company	07/02/2019	6	Authorize Board to Fix Remuneration of Directors, Supervisors and Senior Management	No	For	For		For
Shandong Weigao Group Medical Polymer Company	07/02/2019	7	Elect Gong Jian Bo as Director	No	For	For		Against
Shandong Weigao Group Medical Polymer Company	07/02/2019	8	Elect Fu Ming Zhong as Director	No	For	For		For
Shandong Weigao Group Medical Polymer Company	07/02/2019	9	Elect Wang Jin Xia as Director	No	For	For		For
Shandong Weigao Group Medical Polymer Company	07/02/2019	10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	No	For	Against		Against
Shandong Weigao Group Medical Polymer Company	07/02/2019	11	Authorize Repurchase of Issued H Share Capital	No	For	For		For
Shandong Weigao Group Medical Polymer Company	07/02/2019	1	Amend Articles of Association	No	For	For		For
Shandong Weigao Group Medical Polymer Company	11/15/2019	1	Approve Distribution of Interim Dividend	No	For	For		For
Shandong Weigao Group Medical Polymer Company	11/15/2019	1	Approve Logistic and Distribution Services Framework Agreement, Annual Caps and Related Transactions	No	For	For		For
Shandong Weigao Group Medical Polymer Company	11/15/2019	2	Approve Finance Leasing and Factoring Framework Agreement, Annual Caps and Related Transactions	No	For	Against		Against
Shandong Weigao Group Medical Polymer Company	11/15/2019	3	Approve Purchase Framework Agreement, Annual Caps and Related Transactions	No	For	For		For
Shanghai Electric Group Company Limited	11/14/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shanghai Electric Group Company Limited	11/14/2019		ORDINARY RESOLUTIONS	Yes				
Shanghai Electric Group Company Limited	11/14/2019		ELECT DIRECTOR VIA CUMULATIVE VOTING	Yes				
Shanghai Electric Group Company Limited	11/14/2019	1	Elect Xu Jianxin as Director	No	For	For		For
Shanghai Electric Group Company Limited	11/14/2019	2	Approve Adjustment of Maximum Outstanding Amount for Provision of External Guarantees	No	For	Against		Against
Shanghai Electric Group Company Limited	11/14/2019		SPECIAL RESOLUTIONS	Yes				
Shanghai Electric Group Company Limited	11/14/2019	1	Approve Proposed Change in Use of Proceeds	No	For	For		For
Shanghai Electric Group Company Limited	11/14/2019	2	Amend Articles of Association	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Shanghai Electric Group Company Limited	11/14/2019		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
Shanghai Electric Group Company Limited	11/14/2019	1	Approve Proposed Change in Use of Proceeds	No	For	For		For
Shanghai Electric Group Company Limited	12/27/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shanghai Electric Group Company Limited	12/27/2019	1	Approve Connected Transactions and Proposed Annual Caps Under the SEC Framework Deposit Agreement	No	For	For		For
Shanghai Electric Group Company Limited	12/27/2019	2	Approve Connected Transactions and Proposed Annual Caps Under the SEC Framework Loan Agreement	No	For	Against		Against
Shanghai Electric Group Company Limited	12/27/2019	3	Approve Connected Transactions and Proposed Annual Caps Under the MESMEE Framework Purchase Agreement	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	10/21/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	10/21/2019	1	Approve Transaction Agreement, Rollover Agreement and Related Transactions	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	10/21/2019	2	Approve Renewal of Continuing Connected Transactions	No	For	Against		Against
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	1	Approve Compliance of the Overseas Listing of Gland Pharma with the Circular on Issues in Relation to Regulating Overseas Listing of Subsidiaries of Domestic Listed Companies	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019		RESOLUTIONS IN RELATION TO THE OVERSEAS LISTING OF GLAND PHARMA	Yes				
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.1	Approve Issuing Entity	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.2	Approve Placing of Listing	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.3	Approve Type of Securities to be Listed	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.4	Approve Nominal Value	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.5	Approve Target Subscribers	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.6	Approve Listing Date	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.7	Approve Method of Issuance	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.8	Approve Size of Issuance	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.9	Approve Pricing Method	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.1	Approve Underwriting	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.1	Approve Use of Proceeds	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	2.1	Approve Public Offering Arrangement of the Shares of Gland Pharma Held by the Company	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	3	Approve Undertaking of Maintaining Independent Listing Status	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	4	Approve Description of the Sustainable Profitability and Prospects	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/30/2019	5	Authorize Board and its Authorized Persons to Deal with Full Discretion with the Overseas Listing of Gland Pharma and Related Matters	No	For	For		For
Shanghai Pharmaceuticals Holding Co., Ltd.	12/18/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shanghai Pharmaceuticals Holding Co., Ltd.	12/18/2019	1	Approve 2019 Share Option Scheme	No	For	For		For
Shanghai Pharmaceuticals Holding Co., Ltd.	12/18/2019	2	Approve Assessment Measure for the Implementation of the 2019 Share Option Scheme	No	For	For		For
Shanghai Pharmaceuticals Holding Co., Ltd.	12/18/2019	3	Authorize Board to Deal with All Matters in Relation to the 2019 Share Option Scheme	No	For	For		For
Shanghai Pharmaceuticals Holding Co., Ltd.	12/18/2019		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
Shanghai Pharmaceuticals Holding Co., Ltd.	12/18/2019	1	Approve 2019 Share Option Scheme	No	For	For		For
Shanghai Pharmaceuticals Holding Co., Ltd.	12/18/2019	2	Approve Assessment Management Measures for the Implementation of the 2019 Share Option Scheme	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Shanghai Pharmaceuticals Holding Co., Ltd.	12/18/2019	3	Authorize Board to Deal with All Matters in Relation to the 2019 Share Option Scheme	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019		Ordinary Resolutions	Yes				
Shoprite Holdings Ltd.	11/04/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	2	Reappoint PricewaterhouseCoopers Inc. as Auditors of the Company with MC Hamman as the Individual Registered Auditor	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	3	Re-elect Dr Christo Wiese as Director	No	For	Against		Against
Shoprite Holdings Ltd.	11/04/2019	4	Elect Alice le Roux as Director	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	5	Re-elect Johannes Basson as Chairperson of the Audit and Risk Committee	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	6	Elect Alice le Roux as Member of the Audit and Risk Committee	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	7	Re-elect Joseph Rock as Member of the Audit and Risk Committee	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	8	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	9	Authorise Board to Issue Shares for Cash	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	10	Authorise Ratification of Approved Resolutions	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	11.	Approve Remuneration Policy	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	11.	Approve Implementation of the Remuneration Policy	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019		Shareholder Proposal	Yes				
Shoprite Holdings Ltd.	11/04/2019	12	Elect Jan le Roux, a Shareholder Nominee to the Board	No	None	Against		Against
Shoprite Holdings Ltd.	11/04/2019		Special Resolutions	Yes				
Shoprite Holdings Ltd.	11/04/2019	1a	Approve Fees of the Chairperson of the Board	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	1b	Approve Fees of the Lead Independent Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Shoprite Holdings Ltd.	11/04/2019	1c	Approve Fees of the Non-executive Directors	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	1d	Approve Fees of the Chairperson of the Audit and Risk Committee	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	1e	Approve Fees of the Members of the Audit and Risk Committee	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	1f	Approve Fees of the Chairperson of the Remuneration Committee	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	1g	Approve Fees of the Members of the Remuneration Committee	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	1h	Approve Fees of the Chairperson of the Nomination Committee	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	1i	Approve Fees of the Members of the Nomination Committee	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	1j	Approve Fees of the Chairperson of the Social and Ethics Committee	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	1k	Approve Fees of the Members of the Social and Ethics Committee	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	1l	Approve Additional Fees Per Meeting	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	1m	Approve Additional Fees Per Hour	No	For	Against		Against
Shoprite Holdings Ltd.	11/04/2019	2	Approve Financial Assistance to Subsidiaries, Related and Inter-related Entities	No	For	Against		Against
Shoprite Holdings Ltd.	11/04/2019	3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Shoprite Holdings Ltd.	11/04/2019	4	Amend Memorandum of Incorporation Re: Clause 1	No	For	For		For
Silverlake Axis Ltd.	10/24/2019	1	Adopt Financial Statements and Directors' and Auditors' Reports	No	For	For		For
Silverlake Axis Ltd.	10/24/2019	2	Approve Final Dividend	No	For	For		For
Silverlake Axis Ltd.	10/24/2019	3	Approve Directors' Fees	No	For	For		For
Silverlake Axis Ltd.	10/24/2019	4	Elect Goh Peng Ooi as Director	No	For	For		Against
Silverlake Axis Ltd.	10/24/2019	5	Elect Kwong Yong Sin as Director	No	For	For		For
Silverlake Axis Ltd.	10/24/2019	6	Elect Ong Kian Min as Director	No	For	For		For
Silverlake Axis Ltd.	10/24/2019	7	Elect Tan Teik Wei as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Silverlake Axis Ltd.	10/24/2019	8	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Silverlake Axis Ltd.	10/24/2019	9	Elect Yano Satoru as Director	No	For	For		For
Silverlake Axis Ltd.	10/24/2019	10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	No	For	Against		Against
Silverlake Axis Ltd.	10/24/2019	11	Approve Grant of Awards and Issuance of Shares Under the Silverlake Axis Ltd Performance Share Plan 2010	No	For	Against		Against
Silverlake Axis Ltd.	10/24/2019	12	Authorize Share Repurchase Program	No	For	Against		Against
Silverlake Axis Ltd.	10/24/2019	13	Approve Mandate for Interested Person Transactions	No	For	For		For
Sime Darby Berhad	11/14/2019	1	Approve Directors' Fees	No	For	For		For
Sime Darby Berhad	11/14/2019	2	Approve Directors' Benefits	No	For	For		For
Sime Darby Berhad	11/14/2019	3	Elect Mohamad Idros Mosin as Director	No	For	For		Against
Sime Darby Berhad	11/14/2019	4	Elect Abdul Rahman Ahmad as Director	No	For	For		Against
Sime Darby Berhad	11/14/2019	5	Elect Samsudin Osman as Director	No	For	For		For
Sime Darby Berhad	11/14/2019	6	Elect Selamah Wan Sulaiman as Director	No	For	For		For
Sime Darby Berhad	11/14/2019	7	Elect Abdul Hamidy Abdul Hafiz as Director	No	For	For		For
Sime Darby Berhad	11/14/2019	8	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Sime Darby Berhad	11/14/2019	9	Authorize Share Repurchase Program	No	For	For		For
Sime Darby Berhad	11/14/2019	10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
Sime Darby Berhad	11/14/2019	11	Adopt New Constitution	No	For	For		For
Sinopec Shanghai Petrochemical Company Limited	12/10/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sinopec Shanghai Petrochemical Company Limited	12/10/2019	1	Approve Mutual Product Supply and Sale Services Framework Agreement (2020-2022), Continuing Connected Transactions, Annual Caps and Related Transactions	No	For	For		For
Sinopec Shanghai Petrochemical Company Limited	12/10/2019	2	Approve Comprehensive Services Framework Agreement (2020- 2022), Continuing Connected Transactions, Annual Caps and Related Transactions	No	For	For		For
Societatea Energetica Electrica SA	11/14/2019		Special Meeting Agenda	Yes				
Societatea Energetica Electrica SA	11/14/2019	1	Amend Article 12 of Bylaws	No	For	For		For
Societatea Energetica Electrica SA	11/14/2019	2	Amend Article 17 of Bylaws	No	For	For		For
Societatea Energetica Electrica SA	11/14/2019	3	Amend Article 20 of Bylaws	No	For	For		For
Societatea Energetica Electrica SA	11/14/2019	4	Empower Board Chairman to Sign Amended Bylaws	No	For	For		For
Societatea Energetica Electrica SA	11/14/2019	5	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
Societatea Energetica Electrica SA	11/14/2019		Special Meeting Agenda	Yes				
Societatea Energetica Electrica SA	11/14/2019	1	Receive Information Re: Effects of OGM Resolutions No. 2/25 April 2019 on Provisionary Budget for Fiscal Year 2019	Yes				
Societatea Energetica Electrica SA	11/14/2019	2	Receive Information Re: Provisionary Budget for 2019-2023	Yes				
Societatea Energetica Electrica SA	11/14/2019	3	Receive Information Re: Shareholders' Right for Dividends of Fiscal Year 2015	Yes				
Societatea Energetica Electrica SA	11/14/2019	4	Initiate Legal Action on Directors According to Decision no. 12/27.12.2016 of Romanian Court of Accounts	No	For	For		For
Societatea Energetica Electrica SA	11/14/2019	5	Amend Remuneration Policy Re: Letter II of Article 4.1	No	For	For		For
Societatea Energetica Electrica SA	11/14/2019	6	Amend Remuneration Policy Re: Letter IV of Article 4.1	No	For	For		For
Societatea Energetica Electrica SA	11/14/2019	7	Amend Remuneration Policy Re: Letter VIII of Article 4.1	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Societatea Energetica Electrica SA	11/14/2019	8	Amend Remuneration Policy Re: Paragraph 4.2.1-4.2.2	No	For	For		For
Societatea Energetica Electrica SA	11/14/2019	9	Empower Ministry of Energy Representative to Sign the Addenda to the Director Agreements	No	For	For		For
Societatea Energetica Electrica SA	11/14/2019	10	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
Societe d'Articles Hygieniques SA	07/05/2019		Annual Meeting Agenda	Yes				
Societe d'Articles Hygieniques SA	07/05/2019	1	Acknowledge Proper Convening of Meeting	No	For	For		For
Societe d'Articles Hygieniques SA	07/05/2019	2	Approve Board Report on Company Operations	No	For	For		For
Societe d'Articles Hygieniques SA	07/05/2019	3	Accept Standalone and Consolidated Financial Statements and Statutory Reports	No	For	For		For
Societe d'Articles Hygieniques SA	07/05/2019	4	Approve Allocation of Income and Non-Distribution of Dividends	No	For	For		For
Societe d'Articles Hygieniques SA	07/05/2019	5	Approve Special Auditor's Report on Related Party Transactions	No	For	Against		Against
Societe d'Articles Hygieniques SA	07/05/2019	6	Approve Discharge of Directors	No	For	For		For
Societe d'Articles Hygieniques SA	07/05/2019	7	Approve Remuneration of Directors	No	For	For		For
Societe d'Articles Hygieniques SA	07/05/2019	8	Approve Remuneration of Audit Committee Members	No	For	For		For
Societe d'Articles Hygieniques SA	07/05/2019	9	Reelect Achraf Mezni, Adel Goucha, Ahmed Badreldine as Directors and Elect Slim Ettriqui as Director	No	For	For		For
Societe d'Articles Hygieniques SA	07/05/2019	10	Ratify Auditors	No	For	For		For
Societe d'Articles Hygieniques SA	07/05/2019	11	Authorize Najet Jebali the Full Powers to Carry Out All Registration, Filing of Required Documents and Other Formalities	No	For	For		For
Sopharma AD	12/13/2019	1	Approve Financial Statements for First Half of Fiscal 2019	No	For	For		For
Sopharma AD	12/13/2019	2	Approve Allocation of Income and Dividends of BGN 0.05 per Share for First Half of Fiscal 2019	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sopharma AD	12/13/2019	3	Approve Substantiated Report on Transactions (Pursuant to Article 114 of Public Offering of Securities Act)	No	For	For		For
Sopharma AD	12/13/2019	4	Approve Related-Party Transaction with Sopharma Trading AD (Pursuant to Article 114 of Public Offering of Securities Act)	No	For	For		For
Sopharma AD	12/13/2019	5	Transact Other Business	Yes				
SQUARE Pharmaceuticals Ltd.	12/12/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
SQUARE Pharmaceuticals Ltd.	12/12/2019	2	Approve Dividend	No	For	For		For
SQUARE Pharmaceuticals Ltd.	12/12/2019	3.1	Reelect Samuel S. Chowdhury as Director	No	For	For		For
SQUARE Pharmaceuticals Ltd.	12/12/2019	3.2	Reelect Kazi Iqbal Harun as Director	No	For	For		For
SQUARE Pharmaceuticals Ltd.	12/12/2019	4	Approve Mahfel Huq and Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
SQUARE Pharmaceuticals Ltd.	12/12/2019	5	Appoint Chowdhury Bhattacharjee and Co. as Corporate Governance Compliance Auditors for Fiscal Year 2019-2020 and Authorize Board to Fix Their remuneration	No	For	For		For
SQUARE Pharmaceuticals Ltd.	12/12/2019	6	Ratify Appointment of S. M. Rezaur Rahman as Independent Director	No	For	For		For
Steel Authority of India Limited	08/30/2019	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Steel Authority of India Limited	08/30/2019	2	Reelect Soma Mondal as Director	No	For	For		For
Steel Authority of India Limited	08/30/2019	3	Reelect Atul Srivastava as Director	No	For	For		For
Steel Authority of India Limited	08/30/2019	4	Authorize Board to Fix Remuneration of Auditors	No	For	For		Against
Steel Authority of India Limited	08/30/2019	5	Approve Final Dividend	No	For	For		For
Steel Authority of India Limited	08/30/2019	6	Reelect Parmod Bindal as Director	No	For	Against		Against
Steel Authority of India Limited	08/30/2019	7	Reelect Ashok Gupta as Director	No	For	Against		Against
Steel Authority of India Limited	08/30/2019	8	Reelect Anshu Vaish as Director	No	For	Against		Against
Steel Authority of India Limited	08/30/2019	9	Elect Krishan Kumar Gupta as Director	No	For	For		For
Steel Authority of India Limited	08/30/2019	10	Elect Vivek Gupta as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Steel Authority of India Limited	08/30/2019	11	Approve Borrowing Powers through Issuance of Non-Convertible Debentures/Bonds on Private Placement Basis and Pledging of Assets for Debt	No	For	For		For
Steel Authority of India Limited	08/30/2019	12	Approve Remuneration of Cost Auditors	No	For	For		For
Steinhoff International Holdings NV	08/30/2019		Annual Meeting Agenda	Yes				
Steinhoff International Holdings NV	08/30/2019	1	Open Meeting	Yes				
Steinhoff International Holdings NV	08/30/2019	2	Receive Special Board Report Re: Equity Position of the Company	Yes				
Steinhoff International Holdings NV	08/30/2019	3	Allow Questions	Yes				
Steinhoff International Holdings NV	08/30/2019	4.1	Receive Report of Management Board and Supervisory Board for the Financial Year Ended September 30, 2017	Yes				
Steinhoff International Holdings NV	08/30/2019	4.2	Discuss Implementation of Remuneration Policy for the Financial Year Ended September 30, 2017	Yes				
Steinhoff International Holdings NV	08/30/2019	4.3	Receive Explanation on Company's Reserves and Dividend Policy for the Financial Year Ended September 30, 2017	Yes				
Steinhoff International Holdings NV	08/30/2019	4.4	Adopt 2017 Financial Statements	No	For	Against		Against
Steinhoff International Holdings NV	08/30/2019	5.1	Receive Report of Management Board and Supervisory Board for the Financial Year Ended September 30, 2018	Yes				
Steinhoff International Holdings NV	08/30/2019	5.2	Discuss Implementation of Remuneration Policy for the Financial Year Ended September 30, 2018	Yes				
Steinhoff International Holdings NV	08/30/2019	5.3	Discussion on Company's Corporate Governance Structure	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Steinhoff International Holdings NV	08/30/2019	5.4	Receive Explanation on Company's Reserves and Dividend Policy for the Financial Year Ended September 30, 2018	Yes				
Steinhoff International Holdings NV	08/30/2019	5.5	Adopt 2018 Financial Statements	No	For	Against		Against
Steinhoff International Holdings NV	08/30/2019	6	Ratify Auditors	Yes				
Steinhoff International Holdings NV	08/30/2019	7.1	Announce Intention to Appoint Paul Copley and David Pauker as Supervisory Board Members	Yes				
Steinhoff International Holdings NV	08/30/2019	7.2	Announce Intention to Reappoint Peter Wakkie as Supervisory Board Member	Yes				
Steinhoff International Holdings NV	08/30/2019	7.3	Elect Paul Copley to Supervisory Board	No	For	For		For
Steinhoff International Holdings NV	08/30/2019	7.4	Elect David Pauker to Supervisory Board	No	For	For		For
Steinhoff International Holdings NV	08/30/2019	7.5	Reelect Peter Wakkie to Supervisory Board	No	For	For		For
Steinhoff International Holdings NV	08/30/2019	8	Approve Remuneration of Supervisory Board	No	For	For		For
Steinhoff International Holdings NV	08/30/2019	9.1	Approve Reduction of Share Capital	No	For	For		For
Steinhoff International Holdings NV	08/30/2019	9.2	Amend Articles to Reflect Changes in Capital	No	For	For		For
Steinhoff International Holdings NV	08/30/2019	9.3	Amend Articles Re: Changes to Remuneration Provisions	No	For	Against		Against
Steinhoff International Holdings NV	08/30/2019	9.4	Amend Articles Re: Governance Changes	No	For	For		For
Steinhoff International Holdings NV	08/30/2019	10	Other Business (Non-Voting)	Yes				
Steinhoff International Holdings NV	08/30/2019	11	Close Meeting	Yes				
Steinhoff International Holdings NV	11/12/2019		Special Meeting Agenda	Yes				
Steinhoff International Holdings NV	11/12/2019	1	Open Meeting	Yes				
Steinhoff International Holdings NV	11/12/2019	2	Appoint Mazars Accountants N.V. as Auditors	No	For	For		For
Steinhoff International Holdings NV	11/12/2019	3	Close Meeting	Yes				
Sui Southern Gas Company Ltd.	10/28/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
Sui Southern Gas Company Ltd.	10/28/2019	2.1	Reelect Shamshad Akhtar as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sui Southern Gas Company Ltd.	10/28/2019	2.2	Reelect Sajid Mehmood Qazi as Director	No	For	For		For
Sui Southern Gas Company Ltd.	10/28/2019	2.3	Reelect Mirza Mahmood Ahmad as Director	No	For	For		For
Sui Southern Gas Company Ltd.	10/28/2019	2.4	Reelect Nida Rizwan Farid as Director	No	For	For		For
Sui Southern Gas Company Ltd.	10/28/2019	2.5	Reelect Ahmed Mujtaba Memon as Director	No	For	For		For
Sui Southern Gas Company Ltd.	10/28/2019	2.6	Reelect Sher Afgan Khan as Director	No	For	For		For
Sui Southern Gas Company Ltd.	10/28/2019	2.7	Reelect Manzoor Ali Shaikh as Director	No	For	For		For
Sui Southern Gas Company Ltd.	10/28/2019	2.8	Reelect Akhtar Ali as Director	No	For	For		For
Sui Southern Gas Company Ltd.	10/28/2019	2.9	Reelect Qazi Azmat Isa as Director	Yes				
Sui Southern Gas Company Ltd.	10/28/2019	2.1	Reelect Muhammad Raziuddin Monem as Director	No	For	For		For
Sui Southern Gas Company Ltd.	10/28/2019	2.1	Reelect Faisal Bengali as Director	No	For	For		For
Sui Southern Gas Company Ltd.	10/28/2019	3	Other Business	No	For	Against		Against
Summit Power Ltd.	11/24/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Summit Power Ltd.	11/24/2019	2	Approve Dividends	No	For	For		For
Summit Power Ltd.	11/24/2019	3.1	Reelect Anjuman Aziz Khan as Director	No	For	Against		Against
Summit Power Ltd.	11/24/2019	3.2	Reelect Azeeza Aziz Khan as Director	No	For	For		For
Summit Power Ltd.	11/24/2019	3.3	Reelect Helal Uddin Ahmed as Director	No	For	For		For
Summit Power Ltd.	11/24/2019	3.4	Reelect Md. Arif Al Islam as Director	No	For	For		For
Summit Power Ltd.	11/24/2019	3.5	Ratify Appointment of Junayed Ahmed Chowdhury as Independent Director	No	For	For		For
Summit Power Ltd.	11/24/2019	4	Approve A. Qasem and Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Summit Power Ltd.	11/24/2019	5	Appoint Corporate Governance Compliance Professional for Fiscal Year 2020 and Authorize Board to Fix Their remuneration	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sun Art Retail Group Limited	09/27/2019	1	Approve Supply Agreements, Revised Annual Caps and Related Transactions	No	For	For		For
Sun Limited	12/12/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Sun Limited	12/12/2019	2	Elect Francois Eynaud as Director	No	For	For		For
Sun Limited	12/12/2019	3.1	Reelect Jean-Pierre Dalais as Director	No	For	Against		Against
Sun Limited	12/12/2019	3.2	Reelect Alexis Caude as Director	No	For	For		For
Sun Limited	12/12/2019	3.3	Reelect P. Arnaud Dalais as Director	No	For	Against		Against
Sun Limited	12/12/2019	3.4	Reelect R. Thierry Dalais as Director	No	For	For		For
Sun Limited	12/12/2019	3.5	Reelect L. J. Jerome De Chasteauneuf as Director	No	For	Against		Against
Sun Limited	12/12/2019	3.6	Reelect Helene Echevin as Director	No	For	For		For
Sun Limited	12/12/2019	3.7	Reelect M. G. Didier Harel as Director	No	For	For		For
Sun Limited	12/12/2019	3.8	Reelect J. Harold Mayer as Director	No	For	For		For
Sun Limited	12/12/2019	3.9	Reelect Olivier Riche as Director	No	For	Against		Against
Sun Limited	12/12/2019	3.1	Reelect Jean-Louis Savoye as Director	No	For	Against		Against
Sun Limited	12/12/2019	3.1	Reelect Naderasen Pillay Veerasamy as Director	No	For	For		For
Sun Limited	12/12/2019	3.1	Reelect Pierre Vaquier as Director	No	For	For		For
Sun Limited	12/12/2019	3.1	Reelect Tommy Wong Yun Shing as Director	No	For	For		For
Sun Limited	12/12/2019	4	Approve PricewaterhouseCoopers Ltd as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Sun Limited	12/12/2019	5	Ratify Remuneration Paid to Auditors For FY19	No	For	For		For
Sun Pharmaceutical Industries Ltd.	08/28/2019	1.a	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Sun Pharmaceutical Industries Ltd.	08/28/2019	1.b	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Sun Pharmaceutical Industries Ltd.	08/28/2019	2	Approve Dividend	No	For	For		For
Sun Pharmaceutical Industries Ltd.	08/28/2019	3	Reelect Sailesh T. Desai as Director	No	For	Against		Against
Sun Pharmaceutical Industries Ltd.	08/28/2019	4	Reelect Kalyanasundaram Subramanian as Director	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sun Pharmaceutical Industries Ltd.	08/28/2019	5	Approve Remuneration of Cost Auditors	No	For	For		For
Sun Pharmaceutical Industries Ltd.	08/28/2019	6	Approve Commissions Paid to Non-Executive Directors	No	For	Against		Against
Sun Pharmaceutical Industries Ltd.	08/28/2019	7	Approve Remuneration to Kalyanasundaram Subramanian as Whole-Time Director	No	For	For		For
Sun TV Network Limited	09/27/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Sun TV Network Limited	09/27/2019	2	Confirm Interim Dividend as Final Dividend	No	For	For		For
Sun TV Network Limited	09/27/2019	3	Reelect K. Vijaykumar as Director	No	For	For		For
Sun TV Network Limited	09/27/2019	4	Approve Remuneration of Cost Auditors	No	For	For		For
Sun TV Network Limited	09/27/2019	5	Elect Mathipoorana Ramakrishnan as Director	No	For	For		For
Sunway Real Estate Investment Trust	10/02/2019	1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		Against
Sunway Real Estate Investment Trust	10/02/2019	2	Approve Implementation of Unitholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
Suzlon Energy Limited	09/20/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Suzlon Energy Limited	09/20/2019	2	Reelect Vinod R.Tanti as Director	No	For	For		For
Suzlon Energy Limited	09/20/2019	3	Reelect Girish R.Tanti as Director	No	For	For		Against
Suzlon Energy Limited	09/20/2019	4	Elect Biju George Kozhippattu as Director	Yes				
Suzlon Energy Limited	09/20/2019	5	Approve Remuneration of Cost Auditors	No	For	For		For
Suzlon Energy Limited	09/20/2019	6	Reelect Marc Desaeleer as Director	No	For	For		For
Suzlon Energy Limited	09/20/2019	7	Reelect Ravi Uppal as Director	No	For	For		For
Suzlon Energy Limited	09/20/2019	8	Reelect Venkataraman Subramanian as Director	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Suzlon Energy Limited	09/20/2019	9	Approve Reappointment and Remuneration of Vinod R.Tanti as Wholetime Director & Chief Operating Officer	No	For	For		For
Taiwan Tea Corp.	08/01/2019		ELECT NON-INDEPENDENT AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Yes				
Taiwan Tea Corp.	08/01/2019	1.1	Elect LIN JIN-YAN, with SHAREHOLDER NO.00020110, as Non-Independent Director	No	For	Against		Against
Taiwan Tea Corp.	08/01/2019	1.2	Elect LIAO CHEN XUAN-YOU, a Representative of DE CHUAN INTERNATIONAL DEVELOPMENT CO., LTD. with SHAREHOLDER NO.00445636, as Non-Independent Director	No	For	For		For
Taiwan Tea Corp.	08/01/2019	1.3	Elect YAN ZHI-GUANG, a Representative of WEI FU INVESTMENT CO., LTD. with SHAREHOLDER NO.00494359, as Non-Independent Director	No	For	Against		Against
Taiwan Tea Corp.	08/01/2019	1.4	Elect LIN XIU-QI, a Representative of AN MEI INVESTMENT CO., LTD. with SHAREHOLDER NO.00433685, as Non-Independent Director	No	For	Against		Against
Taiwan Tea Corp.	08/01/2019	1.5	Elect WU QING-YUAN, a Representative of SHANG YANG ASSET MANAGEMENT CO., LTD. with SHAREHOLDER NO.00493106, as Non-Independent Director	No	For	Against		Against
Taiwan Tea Corp.	08/01/2019	1.6	Elect HUANG YU-CHANG, a Representative of SHANG YANG ASSET MANAGEMENT CO., LTD. with SHAREHOLDER NO.00493106, as Non-Independent Director	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Taiwan Tea Corp.	08/01/2019	1.7	Elect SHAO WEI-LIN, a Representative of YSC MARKETING CO., LTD. with SHAREHOLDER NO.00490082, as Non-Independent Director	No	For	Against		Against
Taiwan Tea Corp.	08/01/2019	1.8	Elect ZHANG LING-QI, a Representative of XIN SHI XIN INTERNATIONAL INVESTMENT CO., LTD. with SHAREHOLDER NO.00453130, as Non-Independent Director	No	For	Against		Against
Taiwan Tea Corp.	08/01/2019	1.9	Elect ZHANG JIA-MING, a Representative of XIN SHI XIN INTERNATIONAL INVESTMENT CO., LTD. with SHAREHOLDER NO.00453130, as Non-Independent Director	No	For	Against		Against
Taiwan Tea Corp.	08/01/2019	1.1	Elect ZHAN LIAN-KAI, a Representative of CHOU CHIN INDUSTRIAL CO., LTD. with SHAREHOLDER NO.00496564, as Non-Independent Director	No	For	Against		Against
Taiwan Tea Corp.	08/01/2019	1.1	Elect LI SHENG-CHEN, with ID NO.P121941XXX, as Independent Director	No	For	For		For
Taiwan Tea Corp.	08/01/2019	1.1	Elect SONG CHONG-HE, with ID NO.T122248XXX, as Independent Director	No	For	For		For
Taiwan Tea Corp.	08/01/2019	1.1	Elect YE LI-QI, with ID NO.A126926XXX, as Independent Director	No	For	For		For
Taiwan Tea Corp.	08/01/2019	2	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	No	For	For		For
Tata Communications Limited	08/02/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Tata Communications Limited	08/02/2019	2	Approve Dividend	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Tata Communications Limited	08/02/2019	3	Reelect Srinath Narasimhan as Director	No	For	For		Against
Tata Communications Limited	08/02/2019	4	Approve S.R. Batliboi & Associates LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Tata Communications Limited	08/02/2019	5	Elect Maruthi Prasad Tangirala as Director	No	For	For		Against
Tata Communications Limited	08/02/2019	6	Elect Rajesh Sharma as Director	No	For	For		Against
Tata Communications Limited	08/02/2019	7	Reelect Uday B. Desai as Director	No	For	For		For
Tata Communications Limited	08/02/2019	8	Approve Remuneration of Cost Auditors	No	For	For		For
Tata Global Beverages Limited	11/04/2019		Court-Ordered Meeting for Shareholders	Yes				
Tata Global Beverages Limited	11/04/2019	1	Approve Scheme of Arrangement	No	For	For		For
Tata Motors Limited	07/30/2019		Meeting for ADR Holders	Yes				
Tata Motors Limited	07/30/2019		Court-Ordered Meeting	Yes				
Tata Motors Limited	07/30/2019	1	Approve Scheme of Arrangement	No	For	For		For
Tata Motors Limited	07/30/2019		Annual Meeting	Yes				
Tata Motors Limited	07/30/2019	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Tata Motors Limited	07/30/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Tata Motors Limited	07/30/2019	3	Reelect N Chandrasekaran as Director	No	For	For		Against
Tata Motors Limited	07/30/2019	4	Elect Vedika Bhandarkar as Director	No	For	For		For
Tata Motors Limited	07/30/2019	5	Approve Remuneration of Directors	No	For	For		For
Tata Motors Limited	07/30/2019	6	Approve Branch Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Tata Motors Limited	07/30/2019	7	Approve Remuneration of Cost Auditors	No	For	For		For
Tata Motors Limited	11/22/2019		Meeting for ADR Holders	Yes				
Tata Motors Limited	11/22/2019	1	Approve Issuance of Ordinary Shares and Warrants to Tata Sons Private Limited on Preferential Basis	No	For	For		For
Tata Steel Ltd.	07/19/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Tata Steel Ltd.	07/19/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Tata Steel Ltd.	07/19/2019	3	Approve Dividends	No	For	For		For
Tata Steel Ltd.	07/19/2019	4	Reelect Koushik Chatterjee as Director	No	For	For		For
Tata Steel Ltd.	07/19/2019	5	Elect Vijay Kumar Sharma as Director	No	For	For		For
Tata Steel Ltd.	07/19/2019	6	Reelect Mallika Srinivasan as Director	No	For	For		For
Tata Steel Ltd.	07/19/2019	7	Reelect O. P. Bhatt as Director	No	For	For		For
Tata Steel Ltd.	07/19/2019	8	Approve Appointment and Remuneration of T. V. Narendran as Chief Executive Officer and Managing Director	No	For	For		For
Tata Steel Ltd.	07/19/2019	9	Approve Remuneration of Cost Auditors	No	For	For		For
Tatneft PJSC	09/13/2019		Meeting for GDR Holders	Yes				
Tatneft PJSC	09/13/2019	1	Approve Interim Dividends for First Six Months of Fiscal 2019	No	For	For		For
Tatneft PJSC	12/19/2019		Meeting for GDR Holders	Yes				
Tatneft PJSC	12/19/2019	1	Approve Interim Dividends for First Nine Months of Fiscal 2019	No	For	For		For
TAURON Polska Energia SA	11/21/2019		Management Proposals	Yes				
TAURON Polska Energia SA	11/21/2019	1	Open Meeting	Yes				
TAURON Polska Energia SA	11/21/2019	2	Elect Meeting Chairman	No	For	For		For
TAURON Polska Energia SA	11/21/2019	3	Acknowledge Proper Convening of Meeting	Yes				
TAURON Polska Energia SA	11/21/2019	4	Approve Agenda of Meeting	No	For	For		For
TAURON Polska Energia SA	11/21/2019	5	Waive Secrecy for Elections of Members of Vote Counting Commission	No	For	For		For
TAURON Polska Energia SA	11/21/2019	6	Elect Members of Vote Counting Commission	No	For	For		For
TAURON Polska Energia SA	11/21/2019		Shareholder Proposals	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
TAURON Polska Energia SA	11/21/2019	7	Amend Dec. 15, 2016, EGM, Resolution, May 29, 2017, AGM, Resolution and May 8, 2019, AGM, Resolution Re: Approve Remuneration Policy for Management Board Members	No	None	Against		Against
TAURON Polska Energia SA	11/21/2019	8	Amend Dec. 15, 2016, EGM, Resolution Re: Approve Remuneration Policy for Supervisory Board Members	No	None	Against		Against
TAURON Polska Energia SA	11/21/2019	9	Approve Changes in Composition of Supervisory Board	No	None	Against		Against
TAURON Polska Energia SA	11/21/2019		Management Proposals	Yes				
TAURON Polska Energia SA	11/21/2019	10	Close Meeting	Yes				
Tech Mahindra Limited	07/31/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Tech Mahindra Limited	07/31/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Tech Mahindra Limited	07/31/2019	3	Approve Dividend	No	For	For		For
Tech Mahindra Limited	07/31/2019	4	Reelect V. S. Parthasarathy as Director	No	For	For		For
Tech Mahindra Limited	07/31/2019	5	Elect Mukti Khaire as Director	No	For	For		For
Tech Mahindra Limited	07/31/2019	6	Reelect M. Damodaran as Director	No	For	For		Against
Tech Mahindra Limited	07/31/2019	7	Reelect T. N. Manoharan as Director	No	For	For		For
Tech Mahindra Limited	07/31/2019	8	Reelect M. Rajyalakshmi Rao as Director	No	For	For		For
Tech Mahindra Limited	07/31/2019	9	Elect Haigreave Khaitan as Director	No	For	For		Against
Tech Mahindra Limited	07/31/2019	10	Elect Shikha Sharma as Director	No	For	For		For
Tech Mahindra Limited	07/31/2019	11	Approve Payment of Commission to Directors	No	For	For		For
Teejay Lanka Plc	08/19/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Teejay Lanka Plc	08/19/2019	2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Teejay Lanka Plc	08/19/2019	3	Approve Final Dividend	No	For	For		For
Teejay Lanka Plc	08/19/2019	4	Approve Charitable Donations	No	For	Against		Against
Teejay Lanka Plc	08/19/2019	1	Approve Extension of ESOS	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Telecom Argentina SA	10/10/2019		Meeting for ADR Holders	Yes				
Telecom Argentina SA	10/10/2019		Ordinary Business	Yes				
Telecom Argentina SA	10/10/2019	1	Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
Telecom Argentina SA	10/10/2019	2	Consider Total or Partial Decrease of Discretionary Reserve to Distribute Cash Dividends and or of Discretionary Reserve to Maintain Level of Capital Investment and Current Level of Solvency	No	For	Against		Against
Telecom Argentina SA	10/10/2019		Extraordinary Business	Yes				
Telecom Argentina SA	10/10/2019	1	Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
Telecom Argentina SA	10/10/2019	2	Amend Articles 4, 5 and 6 Re: Registration of Amendments	No	For	Against		Against
Telecom Argentina SA	10/24/2019		Meeting for ADR Holders	Yes				
Telecom Argentina SA	10/24/2019	1	Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
Telecom Argentina SA	10/24/2019	2	Consider Absorption of CV Berazategui SA, Ultima Milla SA and Spun-Off Assets of PEM SAU	No	For	For		For
Telecom Argentina SA	11/25/2019		Meeting for ADR Holders	Yes				
Telecom Argentina SA	11/25/2019	1	Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
Telecom Argentina SA	11/25/2019	2	Elect Director and Alternate to Replace Ignacio Maria Saenz Valiente and Nicolas Sergio Novoa Respectively	No	None	For		For
Telecom Argentina SA	11/25/2019	3	Consider Discharge of Resigning Director and Alternate	No	None	For		For
Telekom Slovenije dd	08/30/2019	1	Open Meeting, Verify Quorum	Yes				
Telekom Slovenije dd	08/30/2019	2	Elect Meeting Officials	No	For	For		For
Telekom Slovenije dd	08/30/2019	3	Receive Supervisory Board Report	Yes				
Telekom Slovenije dd	08/30/2019	4.1	Approve Allocation of Income and Dividends of EUR 4.50 per Share	No	For	For		For
Telekom Slovenije dd	08/30/2019	4.2	Approve Discharge of Management Board Members	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Telekom Slovenije dd	08/30/2019	4.3	Approve Discharge of Supervisory Board Members	No	For	For		For
Telekom Slovenije dd	08/30/2019	5.1	Approve Information on Recall of Samo Podgornik, Primoz Per and Urban Srkjanec as Employee Representatives of Supervisory Board; Election of Drago Kijevcanin, Dusan Pisek and Jan Kuhar as Supervisory Board Members	No	For	For		For
Telekom Slovenije dd	08/30/2019	5.2	Approve Information on Resignation of Ljubomur Rajsic and Lidija Glavina from Supervisory Board	No	For	For		For
Telekom Slovenije dd	08/30/2019	5.3	Elect Andrej Vizjak as Supervisory Board Member	No	For	For		For
Telekom Slovenije dd	08/30/2019	5.4	Elect Igor Rozman as Supervisory Board Member	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019		Ordinary Resolutions	Yes				
Telkom SA SOC Ltd.	08/27/2019	1.1	Elect Keith Rayner as Director	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	1.2	Elect Sibusiso Sibisi as Director	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	2.1	Re-elect Santie Botha as Director	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	2.2	Re-elect Khanyisile Kweyama as Director	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	2.3	Re-elect Kholeka Mzondeki as Director	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	2.4	Re-elect Fagmeedah Petersen-Cook as Director	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	3.1	Re-elect Sibusiso Luthuli as Member of the Audit Committee	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	3.2	Re-elect Kholeka Mzondeki as Member of the Audit Committee	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	3.3	Elect Keith Rayner as Member of the Audit Committee	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	3.4	Re-elect Rex Tomlinson as Member of the Audit Committee	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	3.5	Re-elect Louis Von Zeuner as Member of the Audit Committee	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Telkom SA SOC Ltd.	08/27/2019	4.1	Reappoint PricewaterhouseCoopers as Auditors of the Company with Skalo Dikana as the Individual Designated Auditor	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	4.2	Reappoint SizweNtsalubaGobodo Grant Thornton as Auditors of the Company with Suleman Lockhat as the Individual Designated Auditor	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	5	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	6.1	Approve Remuneration Policy	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	6.2	Approve Implementation Report	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019		Special Resolutions	Yes				
Telkom SA SOC Ltd.	08/27/2019	1	Authorise Repurchase of Issued Share Capital	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	2	Authorise Board to Issue Shares for Cash	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	3	Approve Remuneration of Non-executive Directors	No	For	For		For
Telkom SA SOC Ltd.	08/27/2019	4	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
Terna Energy SA	12/18/2019		Special Meeting Agenda	Yes				
Terna Energy SA	12/18/2019	1	Approve Remuneration Policy	No	For	Against		Against
Terna Energy SA	12/18/2019	2	Approve Capital Increase via Capitalization of Reserves Followed by an Increase in Par Value and Reduction In Issued Capital Followed by an Equal Decrease in Par Value	No	For	For		For
Thanachart Capital Public Company Limited	09/23/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
Thanachart Capital Public Company Limited	09/23/2019	2	Acknowledge Business Restructuring of the Company and Merger Plan Between Thanachart Bank Public Company Limited and TMB Bank Public Company Limited	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Thanachart Capital Public Company Limited	09/23/2019	3.1	Approve Purchase by the Company of the Ordinary Shares of the Subsidiaries and Other Companies Held by Thanachart Bank Public Company Limited in the Proportion to be Offered to TCAP	No	For	For		For
Thanachart Capital Public Company Limited	09/23/2019	3.2	Approve Purchase by the Company of the Ordinary Shares of the Subsidiaries and Other Companies Held by Thanachart Bank Public Company Limited in the Proportion to be Offered to Minority Shareholders	No	For	For		For
Thanachart Capital Public Company Limited	09/23/2019	4.1	Approve Sale of All Ordinary Shares of Thanachart Bank Public Company Limited Held by it to TMB Bank Public Company Limited	No	For	For		For
Thanachart Capital Public Company Limited	09/23/2019	4.2	Approve Purchase of Newly Issued Ordinary Shares in Proportion to be Offered to TCAP	No	For	For		For
Thanachart Capital Public Company Limited	09/23/2019	4.3	Approve Purchase of Newly Issued Ordinary Shares in Proportion to be Offered to Minority Shareholders of Thanachart Bank Public Company Limited	No	For	For		For
Thanachart Capital Public Company Limited	09/23/2019	5	Approve Purchase by the Company of Ordinary Shares of Certain Subsidiaries and Other Companies to be Held by Scotia Netherlands Holdings B.V.	No	For	For		For
Thanachart Capital Public Company Limited	09/23/2019	6	Other Business	No	For	Against		Against
The Bidvest Group Ltd.	11/28/2019		Ordinary Resolutions	Yes				
The Bidvest Group Ltd.	11/28/2019	1.1	Re-elect Bongsi Masinga as Director	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	1.2	Re-elect Mpumi Madisa as Director	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	2.1	Elect Bonang Mohale as Director	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
The Bidvest Group Ltd.	11/28/2019	3	Reappoint PricewaterhouseCoopers Inc. as Auditors of the Company with Craig West as the Individual Registered Auditor	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	4.1	Re-elect Norman Thomson as Member of the Audit Committee	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	4.2	Re-elect Renosi Mokate as Member of the Audit Committee	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	4.3	Re-elect Eric Diack as Member of the Audit Committee	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	5	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	6	Authorise Board to Issue Shares for Cash	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	7	Approve Payment of Dividend by Way of Pro Rata Reduction of Share Capital or Share Premium	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	8	Authorise Ratification of Approved Resolutions	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	9	Approve Ratification Relating to Personal Financial Interest Arising From Multiple Offices in the Group	No	For	For		For
The Bidvest Group Ltd.	11/28/2019		Non-binding Advisory Vote	Yes				
The Bidvest Group Ltd.	11/28/2019	1	Approve Remuneration Policy	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	2	Implementation of Remuneration Policy	No	For	Against		Against
The Bidvest Group Ltd.	11/28/2019		Special Resolutions	Yes				
The Bidvest Group Ltd.	11/28/2019	1	Approve Non-Executive Directors' Remuneration	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
The Bidvest Group Ltd.	11/28/2019	3	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
The Foschini Group Ltd.	09/03/2019		Ordinary Resolutions	Yes				
The Foschini Group Ltd.	09/03/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 31 March 2019	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
The Foschini Group Ltd.	09/03/2019	2	Reappoint Deloitte & Touche as Auditors of the Company with M van Wyk as the Designated Partner	No	For	For		For
The Foschini Group Ltd.	09/03/2019	3	Re-elect Fatima Abrahams as Director	No	For	For		For
The Foschini Group Ltd.	09/03/2019	4	Re-elect Michael Lewis as Director	No	For	For		For
The Foschini Group Ltd.	09/03/2019	5	Re-elect Sam Abrahams as Director	No	For	For		For
The Foschini Group Ltd.	09/03/2019	6	Elect Bongiwe Ntuli as Director	No	For	For		For
The Foschini Group Ltd.	09/03/2019	7	Re-elect Sam Abrahams as Member of the Audit Committee	No	For	For		For
The Foschini Group Ltd.	09/03/2019	8	Re-elect Tumi Makgabo-Fiskerstrand as Member of the Audit Committee	No	For	For		For
The Foschini Group Ltd.	09/03/2019	9	Re-elect Eddy Oblowitz as Member of the Audit Committee	No	For	For		For
The Foschini Group Ltd.	09/03/2019	10	Re-elect Nomahlubi Simamane as Member of the Audit Committee	No	For	For		For
The Foschini Group Ltd.	09/03/2019	11	Re-elect David Friedland as Member of the Audit Committee	No	For	For		For
The Foschini Group Ltd.	09/03/2019	12	Re-elect Fatima Abrahams as Member of the Audit Committee	No	For	Against		Against
The Foschini Group Ltd.	09/03/2019	13	Approve Remuneration Policy	No	For	Against		Against
The Foschini Group Ltd.	09/03/2019	14	Approve Remuneration Implementation Report	No	For	For		For
The Foschini Group Ltd.	09/03/2019		Special Resolutions	Yes				
The Foschini Group Ltd.	09/03/2019	1	Approve Remuneration of Non-executive Directors	No	For	For		For
The Foschini Group Ltd.	09/03/2019	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
The Foschini Group Ltd.	09/03/2019	3	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
The Foschini Group Ltd.	09/03/2019		Continuation of Ordinary Resolutions	Yes				
The Foschini Group Ltd.	09/03/2019	15	Authorise Ratification of Approved Resolutions	No	For	For		For
The Hub Power Company Ltd.	10/24/2019		Ordinary Business	Yes				
The Hub Power Company Ltd.	10/24/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
The Hub Power Company Ltd.	10/24/2019	2	Approve A.F. Ferguson and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
The Hub Power Company Ltd.	10/24/2019		Special Business	Yes				
The Hub Power Company Ltd.	10/24/2019	1	Approve Letter of Support Guarantee in Favor of Thar Energy Limited, Subsidiary Company	No	For	For		For
The Hub Power Company Ltd.	10/24/2019	2.a	Authorize CEO, CFO and Company Secretary to take Any Action Necessary to Execute Sponsor Support Agreement	No	For	For		For
The Hub Power Company Ltd.	10/24/2019	2.b	Approve Acquisition of Shares in Thar Energy Limited (TEL), Subsidiary Company	No	For	For		For
The Hub Power Company Ltd.	10/24/2019	2.c	Approve Standby Letter of Credit Issued in Favor of Thar Energy Limited, Subsidiary Company	No	For	For		For
The Hub Power Company Ltd.	10/24/2019	2.d	Approve Provision of Working Capital Financing to Thar Energy Limited, Subsidiary Company	No	For	For		For
The Hub Power Company Ltd.	10/24/2019	2.e	Approve Assignment of Equity Subordinated Loan in Favour of Lenders of Thar Energy Limited, Subsidiary Company	No	For	For		For
The Hub Power Company Ltd.	10/24/2019	2.f	Approve Pledge of Shares in Thar Energy Limited for Debt	No	For	For		For
The Hub Power Company Ltd.	10/24/2019	2.g	Approve Standby Letter of Credit Issued in Favor of Thar Energy Limited and Intercreditor Agent	No	For	For		For
The Hub Power Company Ltd.	10/24/2019	2.h	Approve Issuance of Sponsor Standby Letter of Credit to Cover Initial Debt Service Reserve Account Shortfall	No	For	For		For
The Hub Power Company Ltd.	10/24/2019	2.i	Authorize Board to Participate in TEL Put Options Provided by Lenders	No	For	For		For
The Hub Power Company Ltd.	10/24/2019	2.j	Approve Excess Debt Support in Favor of Thar Energy Limited	No	For	For		For
The Hub Power Company Ltd.	10/24/2019		Other Business	Yes				

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
The Hub Power Company Ltd.	10/24/2019	1	Other Business	No	For	Against		Against
The Hub Power Company Ltd.	10/24/2019		Special Business	Yes				
The Hub Power Company Ltd.	10/24/2019	1	Approve Investment in Sindh Engro Coal Mining Company Limited (SECMC), Associated Company	No	For	For		For
The Searle Company Ltd.	10/25/2019	1	Approve Minutes of Previous Meeting	No	For	For		For
The Searle Company Ltd.	10/25/2019	2	Accept Financial Statements and Statutory Reports	No	For	Against		Against
The Searle Company Ltd.	10/25/2019	3	Approve Final Cash Dividend	No	For	For		For
The Searle Company Ltd.	10/25/2019	4	Approve A.F. Ferguson and Co. as Auditors and Fix Their Remuneration	No	For	For		For
The Searle Company Ltd.	10/25/2019	5	Approve Remuneration of Executive Director and Chief Executive Officer	No	For	For		For
The Searle Company Ltd.	10/25/2019	6	Approve Related Party Transactions for Year Ended June 30, 2019	No	For	Against		Against
The Searle Company Ltd.	10/25/2019	7	Authorize Board to Approve Related Party Transactions for Year Ending June 30, 2020	No	For	Against		Against
The Searle Company Ltd.	10/25/2019	8	Other Business	No	For	Against		Against
The Siam Commercial Bank Public Company Limited	08/06/2019	1	Approve Sale of All Ordinary Shares in SCB Life Assurance Public Company Limited to FWD Group Financial Services Pte. Ltd	No	For	Against		Against
The Siam Commercial Bank Public Company Limited	08/06/2019	2	Approve Delegation of Authority to the Executive Committee or Chief Executive Officer and Chairman of the Executive Committee to Perform Any Actions in Relation to the Share Sale Agreement, Distribution Agreement or Other Relevant Agreements	No	For	Against		Against
Titan Company Limited	08/06/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Titan Company Limited	08/06/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Titan Company Limited	08/06/2019	3	Approve Dividend	No	For	For		For
Titan Company Limited	08/06/2019	4	Reelect Harish Bhat as Director	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Titan Company Limited	08/06/2019	5	Elect N Muruganandam as Director	No	For	For		Against
Titan Company Limited	08/06/2019	6	Elect V Arun Roy as Director	No	For	For		Against
Titan Company Limited	08/06/2019	7	Elect Pradyumna Vyas as Director	No	For	For		For
Titan Company Limited	08/06/2019	8	Reelect Hema Ravichandar as Director	No	For	For		For
Titan Company Limited	08/06/2019	9	Reelect Ireena Vittal as Director	No	For	For		Against
Titan Company Limited	08/06/2019	10	Approve Branch Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Titan Company Limited	08/06/2019	11	Elect Mohanasankar Sivaprakasam as Director	No	For	For		For
Titas Gas Transmission & Distribution Co. Ltd.	12/22/2019	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Titas Gas Transmission & Distribution Co. Ltd.	12/22/2019	2	Approve Dividend	No	For	For		For
Titas Gas Transmission & Distribution Co. Ltd.	12/22/2019	3	Elect Directors	No	For	Against		Against
Titas Gas Transmission & Distribution Co. Ltd.	12/22/2019	4	Approve Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Titas Gas Transmission & Distribution Co. Ltd.	12/22/2019	5	Appoint Corporate Governance Compliance Auditors for Fiscal Year 2020 and Authorize Board to Fix Their remuneration	No	For	For		For
TMB Bank Public Company Limited	09/23/2019	1	Acknowledge Merger and the Entire Business Transfer	No	For	For		For
TMB Bank Public Company Limited	09/23/2019	2	Approve Purchase of TBANK's Total Shares	No	For	For		For
TMB Bank Public Company Limited	09/23/2019	3	Approve Reduction in Registered Capital and Amend Memorandum of Association to Reflect Reduction in Registered Capital	No	For	For		For
TMB Bank Public Company Limited	09/23/2019	4	Approve Increase in Registered Capital and Amend Memorandum of Association to Reflect Increase in Registered Capital	No	For	For		For
TMB Bank Public Company Limited	09/23/2019	5	Approve Issuance of Transferable Subscription Rights	No	For	For		For
TMB Bank Public Company Limited	09/23/2019	6.1	Approve Allocation of New Ordinary Shares for the Exercise of Transferable Subscription Rights	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
TMB Bank Public Company Limited	09/23/2019	6.2	Approve Allocation of New Ordinary Shares to a Specific Investor on a Private Placement	No	For	For		For
TMB Bank Public Company Limited	09/23/2019	6.3	Approve Allocation of New Ordinary Shares to Existing Shareholders	No	For	For		For
TMB Bank Public Company Limited	09/23/2019	6.4	Approve Allocation of New Ordinary Shares to Executives and Employees Under the Stock Retention Program	No	For	For		For
TMB Bank Public Company Limited	09/23/2019	7	Other Business	No	For	Against		Against
TMB Bank Public Company Limited	11/28/2019	1	Amend Clause 3 of Memorandum of Association Re: Company's Business Objectives	No	For	For		For
TMB Bank Public Company Limited	11/28/2019	2	Approve Acquisition of Shares for the Purpose of the Acceptance of an Entire Business Transfer from Thanachart Bank Public Company Limited	No	For	For		For
TMB Bank Public Company Limited	11/28/2019	3.1	Elect Suphadej Poonpipat as Director	No	For	Against		Against
TMB Bank Public Company Limited	11/28/2019	3.2	Elect Somjate Moosirilert as Director	No	For	Against		Against
TMB Bank Public Company Limited	11/28/2019	4	Approve Additional Audit Fees for 2019	No	For	For		For
TMB Bank Public Company Limited	11/28/2019	5	Other Business	No	For	Against		Against
Transportadora de Gas del Sur SA	08/15/2019		Meeting for ADR Holders	Yes				
Transportadora de Gas del Sur SA	08/15/2019	1	Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
Transportadora de Gas del Sur SA	08/15/2019	2	Consider Increase of Amount from USD 700 Million to USD 1.2 Billion of Global Program for Issuance of Negotiable Non-Convertible Bonds	No	For	For		For
Transportadora de Gas del Sur SA	08/15/2019	3	Authorize Board to Set Terms and Conditions of Global Program, to Approve and Subscribe Agreements, to Formalize Documentation Before Argentine Securities Commission (CNV) and or Stock Exchanges and to Sub-delegate to Board Members or Others	No	For	For		For
Transportadora de Gas del Sur SA	10/17/2019		Meeting for ADR Holders	Yes				

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Transportadora de Gas del Sur SA	10/17/2019		Ordinary and Extraordinary Meeting Agenda - Item 2 is Extraordinary	Yes				
Transportadora de Gas del Sur SA	10/17/2019	1	Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
Transportadora de Gas del Sur SA	10/17/2019	2	Consider Distribution of Treasury Shares to Shareholders	No	For	For		For
Transportadora de Gas del Sur SA	10/17/2019	3	Ratify Proposal of Technical, Financial and Operational Assistance Service (SATFO) to Reduce Amount of Compensation to Technical Operator	No	For	For		For
TravelSky Technology Limited	09/25/2019	1	Elect Xi Sheng as Director, Authorize Board to Fix His Remuneration and Approve Resignation of Tang Bing as Director	No	For	For		Against
Truworths International Ltd.	11/07/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	No	For	For		For
Truworths International Ltd.	11/07/2019	2.1	Re-elect Rob Dow as Director	No	For	For		For
Truworths International Ltd.	11/07/2019	2.2	Re-elect Michael Thompson as Director	No	For	For		For
Truworths International Ltd.	11/07/2019	2.3	Re-elect Doug Dare as Director	No	For	For		For
Truworths International Ltd.	11/07/2019	2.4	Re-elect Roddy Sparks as Director	No	For	For		For
Truworths International Ltd.	11/07/2019	2.5	Elect Sarah Proudfoot as Director	No	For	For		For
Truworths International Ltd.	11/07/2019	2.6	Elect Cindy Hess as Director	No	For	For		For
Truworths International Ltd.	11/07/2019	3	Authorise Board to Issue Shares for Cash	No	For	For		For
Truworths International Ltd.	11/07/2019	4	Authorise Repurchase of Issued Share Capital	No	For	For		For
Truworths International Ltd.	11/07/2019	5	Reappoint Ernst & Young Inc as Auditors of the Company and Appoint Pierre du Plessis as the Registered Auditor and Authorise Their Remuneration	No	For	For		For
Truworths International Ltd.	11/07/2019	6.1	Approve Fees of the Non-executive Chairman	No	For	For		For
Truworths International Ltd.	11/07/2019	6.2	Approve Fees of the Non-executive Directors	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Truworths International Ltd.	11/07/2019	6.3	Approve Fees of the Audit Committee Chairman	No	For	For		For
Truworths International Ltd.	11/07/2019	6.4	Approve Fees of the Audit Committee Member	No	For	For		For
Truworths International Ltd.	11/07/2019	6.5	Approve Fees of the Remuneration Committee Chairman	No	For	For		For
Truworths International Ltd.	11/07/2019	6.6	Approve Fees of the Remuneration Committee Member	No	For	For		For
Truworths International Ltd.	11/07/2019	6.7	Approve Fees of the Risk Committee Member (Non-executive Only)	No	For	For		For
Truworths International Ltd.	11/07/2019	6.8	Approve Fees of the Nomination Committee Chairman	No	For	For		For
Truworths International Ltd.	11/07/2019	6.9	Approve Fees of the Nomination Committee Member	No	For	For		For
Truworths International Ltd.	11/07/2019	6.1	Approve Fees of the Social and Ethics Committee Chairman	No	For	For		For
Truworths International Ltd.	11/07/2019	6.1	Approve Fees of the Social and Ethics Committee Member (Non-executive Only)	No	For	For		For
Truworths International Ltd.	11/07/2019	7.1	Re-elect Roddy Sparks as Member of the Audit Committee	No	For	For		For
Truworths International Ltd.	11/07/2019	7.2	Re-elect Michael Thompson as Member of the Audit Committee	No	For	For		For
Truworths International Ltd.	11/07/2019	7.3	Re-elect Rob Dow as Member of the Audit Committee	No	For	For		For
Truworths International Ltd.	11/07/2019	8.1	Approve Remuneration Policy	No	For	For		For
Truworths International Ltd.	11/07/2019	8.2	Approve Implementation Report	No	For	For		For
Truworths International Ltd.	11/07/2019	9	Approve Social and Ethics Committee Report	No	For	For		For
Truworths International Ltd.	11/07/2019	10.	Re-elect Michael Thompson as Member of the Social and Ethics Committee	No	For	For		For
Truworths International Ltd.	11/07/2019	10.	Elect Maya Makanjee as Member of the Social and Ethics Committee	No	For	For		For
Truworths International Ltd.	11/07/2019	10.	Re-elect David Pfaff as Member of the Social and Ethics Committee	No	For	For		For
Truworths International Ltd.	11/07/2019	11	Approve Financial Assistance to Related or Inter-related Company	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
TURKCELL Iletisim Hizmetleri AS	09/12/2019		Annual Meeting Agenda	Yes				
TURKCELL Iletisim Hizmetleri AS	09/12/2019	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	09/12/2019	2	Authorize Presiding Council to Sign Minutes of Meeting	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	09/12/2019	3	Accept Board Report	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	09/12/2019	4	Accept Audit Report	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	09/12/2019	5	Accept Financial Statements	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	09/12/2019	6	Approve Discharge of Board	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	09/12/2019	7	Approve Upper Limit of Donations for 2019 and Receive Information on Donations Made in 2018	No	For	Against		Against
TURKCELL Iletisim Hizmetleri AS	09/12/2019	8	Amend Company Articles	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	09/12/2019	9	Ratify Director Appointments and Elect Directors	No	For	Against		Against
TURKCELL Iletisim Hizmetleri AS	09/12/2019	10	Approve Director Remuneration	No	For	Against		Against
TURKCELL Iletisim Hizmetleri AS	09/12/2019	11	Ratify External Auditors	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	09/12/2019	12	Approve Allocation of Income	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	09/12/2019	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	09/12/2019	14	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
TURKCELL Iletisim Hizmetleri AS	09/12/2019	15	Close Meeting	Yes				
UltraTech Cement Ltd.	07/18/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
UltraTech Cement Ltd.	07/18/2019	2	Approve Dividend	No	For	For		For
UltraTech Cement Ltd.	07/18/2019	3	Approve that the Vacancy on the Board Resulting from the Retirement of O. P. Purnamalka Not be Filled	No	For	For		For
UltraTech Cement Ltd.	07/18/2019	4	Approve Remuneration of Cost Auditors	No	For	For		For
UltraTech Cement Ltd.	07/18/2019	5	Elect K. C. Jhanwar as Director	No	For	Against		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
UltraTech Cement Ltd.	07/18/2019	6	Approve Appointment and Remuneration of K. C. Jhanwar as Whole-Time Director Designated as Deputy Managing Director and Chief Manufacturing Officer	No	For	For		For
UltraTech Cement Ltd.	07/18/2019	7	Reelect Arun Adhikari as Director	No	For	For		For
UltraTech Cement Ltd.	07/18/2019	8	Reelect S. B. Mathur as Director	No	For	For		For
UltraTech Cement Ltd.	07/18/2019	9	Reelect Sukanya Kripalu as Director	No	For	For		For
UltraTech Cement Ltd.	07/18/2019	10	Reelect Renuka Ramnath as Director	No	For	Against		Against
UltraTech Cement Ltd.	07/18/2019	11	Approve Increase in Borrowing Powers	No	For	For		For
UltraTech Cement Ltd.	07/18/2019	12	Approve Pledging of Assets for Debt	No	For	For		For
UMW Holdings Berhad	10/15/2019	1	Approve Proposed Disposal	No	For	For		For
Unipro PJSC	12/03/2019	1	Approve Interim Dividends of RUB 0.11 per Share for First Nine Months of Fiscal 2019	No	For	For		For
Unipro PJSC	12/03/2019	2	Approve Early Termination of Powers of Board of Directors	No	For	For		For
Unipro PJSC	12/03/2019		Elect Nine Directors via Cumulative Voting	Yes				
Unipro PJSC	12/03/2019	3.1	Elect Georgii Abdushelishvili as Director	No	None	For		For
Unipro PJSC	12/03/2019	3.2	Elect Anna Belova as Director	No	None	For		For
Unipro PJSC	12/03/2019	3.3	Elect David Bryson as Director	No	None	Against		Against
Unipro PJSC	12/03/2019	3.4	Elect Dr. Patrick Wolff as Director	No	None	Against		Against
Unipro PJSC	12/03/2019	3.5	Elect Oleg Viugin as Director	No	None	For		For
Unipro PJSC	12/03/2019	3.6	Elect Gunter Eckhardt Ruemmler as Director	No	None	Against		Against
Unipro PJSC	12/03/2019	3.7	Elect Reiner Hartmann as Director	No	None	Against		Against
Unipro PJSC	12/03/2019	3.8	Elect Andreas Schierenbeck as Director	No	None	Against		Against
Unipro PJSC	12/03/2019	3.9	Elect Maksim Shirokov as Director	No	None	Against		Against
United Spirits Limited	08/21/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
United Spirits Limited	08/21/2019	2	Reelect Vinod Rao as Director	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
United Spirits Limited	08/21/2019	3	Approve Reappointment and Remuneration of Anand Kripalu as Managing Director and Chief Executive Officer	No	For	For		For
United Spirits Limited	08/21/2019	4	Reelect Sivanandhan Dhanushkodi as Director	No	For	For		For
United Spirits Limited	08/21/2019	5	Reelect Mahendra Kumar Sharma as Director	No	For	For		For
United Spirits Limited	08/21/2019	6	Reelect Rajeev Gupta as Director	No	For	Against		Against
United Spirits Limited	08/21/2019	7	Reelect Indu Ranjit Shahani as Director	No	For	For		For
United Spirits Limited	08/21/2019	8	Approve Granting of Loans and Guarantees to Pioneer Distilleries Limited, a Subsidiary of the Company	No	For	For		For
UPL Limited	08/28/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
UPL Limited	08/28/2019	2	Approve Dividend	No	For	For		For
UPL Limited	08/28/2019	3	Reelect Jaidev Rajnikant Shroff as Director	No	For	Against		Against
UPL Limited	08/28/2019	4	Approve Remuneration of Cost Auditors	No	For	For		For
UPL Limited	08/28/2019	5	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	No	For	For		For
UPL Limited	08/28/2019	6	Reelect Pradeep Vedprakash Goyal as Director	No	For	For		For
UPL Limited	08/28/2019	7	Reelect Reena Ramachandran as Director	No	For	For		For
Vedanta Limited	12/06/2019		Postal Ballot	Yes				
Vedanta Limited	12/06/2019	1	Approve Krishnamurthi Venkataramanan to Continue Office as Non-Executive Independent Director	No	For	For		For
Vedanta Limited	12/06/2019	2	Reelect Krishnamurthi Venkataramanan as Director	No	For	For		For
Vedanta Ltd.	07/11/2019	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Vedanta Ltd.	07/11/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Vedanta Ltd.	07/11/2019	3	Confirm Interim Dividends	No	For	For		For
Vedanta Ltd.	07/11/2019	4	Confirm Payment of Preference Dividend on Non-Cumulative Non-Convertible Redeemable Preference Shares	No	For	For		For
Vedanta Ltd.	07/11/2019	5	Reelect Priya Agarwal as Director	No	For	For		For
Vedanta Ltd.	07/11/2019	6	Approve Appointment and Remuneration of Srinivasan Venkatakrishnan as Whole-Time Director Designated as Chief Executive Officer	No	For	For		For
Vedanta Ltd.	07/11/2019	7	Reelect Tarun Jain as Director	No	For	For		For
Vedanta Ltd.	07/11/2019	8	Approve Payment of Remuneration to Tarun Jain as Non-Executive Director	No	For	For		For
Vedanta Ltd.	07/11/2019	9	Elect Mahendra Kumar as Director	No	For	For		For
Vedanta Ltd.	07/11/2019	10	Approve Remuneration of Cost Auditors	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	1	Message of the Chairman	Yes				
VGI Global Media Public Company Limited	07/09/2019	2	Approve Minutes of Previous Meeting	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	3	Acknowledge Operating Results	Yes				
VGI Global Media Public Company Limited	07/09/2019	4	Approve Financial Statements	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	5	Approve Allocation of Income and Dividend Payment	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	6.1	Elect Kavin Kanjanapas as Director	No	For	For		Against
VGI Global Media Public Company Limited	07/09/2019	6.2	Elect Kong Chi Keung as Director	No	For	For		Against
VGI Global Media Public Company Limited	07/09/2019	6.3	Elect Chan Kin Tak as Director	No	For	Against		Against
VGI Global Media Public Company Limited	07/09/2019	7	Approve Remuneration of Directors	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	8	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	9	Approve Change in Company Name and Amend Memorandum of Association to Reflect Change in Company Name	No	For	For		For

B.3.b.1.a.

PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
VGI Global Media Public Company Limited	07/09/2019	10	Approve Amendment to Articles of Association Re: Change of Company Name	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	11	Amend Company's Objectives and Amend Memorandum of Association	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	12	Approve Reduction in Registered Capital	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	12	Amend Memorandum of Association to Reflect Reduction in Registered Capital	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	13	Approve Increase in Registered Capital	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	13	Amend Memorandum of Association to Reflect Increase in Registered Capital	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	14	Approve Allocation of Newly Issued Ordinary Shares Through a Private Placement Under a General Mandate	No	For	For		For
VGI Global Media Public Company Limited	07/09/2019	15	Other Business	No	For	Against		Against
Vodacom Group Ltd.	07/23/2019	1	Accept Financial Statements and Statutory Reports for the Year Ended 31 March 2019	No	For	For		For
Vodacom Group Ltd.	07/23/2019	2	Elect Phuti Mahanyele-Dabengwa as Director	No	For	For		For
Vodacom Group Ltd.	07/23/2019	3	Elect Sunil Sood as Director	No	For	For		Against
Vodacom Group Ltd.	07/23/2019	4	Elect Thomas Reisten as Director	No	For	For		Against
Vodacom Group Ltd.	07/23/2019	5	Re-elect Jabu Moleketi as Director	No	For	For		For
Vodacom Group Ltd.	07/23/2019	6	Re-elect John Otty as Director	No	For	For		Against
Vodacom Group Ltd.	07/23/2019	7	Appoint Ernst & Young Inc. as Auditors of the Company with Vinodhan Pillay as the Individual Registered Auditor	No	For	For		For
Vodacom Group Ltd.	07/23/2019	8	Approve Remuneration Policy	No	For	For		For
Vodacom Group Ltd.	07/23/2019	9	Approve Implementation of the Remuneration Policy	No	For	For		For
Vodacom Group Ltd.	07/23/2019	10	Re-elect David Brown as Member of the Audit, Risk and Compliance Committee	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Vodacom Group Ltd.	07/23/2019	11	Re-elect Saki Macozoma as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Vodacom Group Ltd.	07/23/2019	12	Re-elect Priscillah Mabelane as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Vodacom Group Ltd.	07/23/2019	13	Authorise Repurchase of Issued Share Capital	No	For	For		For
Vodacom Group Ltd.	07/23/2019	14	Approve Increase in Non-Executive Directors' Fees	No	For	For		For
Vodacom Group Ltd.	07/23/2019	15	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Vodafone Idea Limited	08/27/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Vodafone Idea Limited	08/27/2019	2	Reelect Himanshu Kapania as Director	No	For	For		Against
Vodafone Idea Limited	08/27/2019	3	Reelect Ravinder Takkar as Director	No	For	For		For
Vodafone Idea Limited	08/27/2019	4	Approve Remuneration of Cost Auditors	No	For	For		For
Vodafone Idea Limited	08/27/2019	5	Reelect Arun Thiagarajan as Director	No	For	Against		Against
Vodafone Idea Limited	08/27/2019	6	Elect Krishnan Ramachandran as Director	No	For	For		For
Vodafone Idea Limited	08/27/2019	7	Elect Suresh Vaswani as Director	No	For	For		For
Vodafone Idea Limited	08/27/2019	8	Approve Material Related Party Transactions with Indus Towers Limited	No	For	Against		Against
Vodafone Idea Limited	08/27/2019	9	Approve Material Related Party Transactions with Bharti Infratel Limited	No	For	Against		Against
Vodafone Idea Limited	08/27/2019	10	Increase Authorized Share Capital and Amend Memorandum of Association	No	For	For		Against
Vodafone Idea Limited	08/27/2019	11	Amend Articles of Association	No	For	For		For
Voltas Limited	08/09/2019	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Voltas Limited	08/09/2019	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Voltas Limited	08/09/2019	3	Approve Dividend	No	For	For		For
Voltas Limited	08/09/2019	4	Reelect Noel N. Tata as Director	No	For	For		Against
Voltas Limited	08/09/2019	5	Reelect Hemant Bhargava as Director	No	For	Against		Against
Voltas Limited	08/09/2019	6	Elect Zubin S. Dubash as Director	No	For	For		For
Voltas Limited	08/09/2019	7	Reelect Debendranath Sarangi as Director	No	For	For		For
Voltas Limited	08/09/2019	8	Reelect Bahram N. Vakil as Director	No	For	For		For
Voltas Limited	08/09/2019	9	Reelect Anjali Bansal as Director	No	For	For		Against
Voltas Limited	08/09/2019	10	Approve Revision in Terms of Remuneration of Pradeep Bakshi as Managing Director & CEO	No	For	For		For
Voltas Limited	08/09/2019	11	Approve Remuneration of Cost Auditors	No	For	For		For
VTB Bank PJSC	11/01/2019	1	Approve Dividends of RUB 0.0002 per Preferred Share From Retained Earning From Previous Years	No	For	For		For
VTB Bank PJSC	11/01/2019	2	Amend Charter	No	For	For		For
VTB Bank PJSC	11/01/2019	3	Approve New Edition of Regulations on Management	No	For	For		For
Want Want China Holdings Limited	08/20/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Want Want China Holdings Limited	08/20/2019	2a	Approve Final Dividend	No	For	For		For
Want Want China Holdings Limited	08/20/2019	2b	Approve Special Dividend	No	For	For		For
Want Want China Holdings Limited	08/20/2019	3a1	Elect Tsai Shao-Chung as Director	No	For	Against		Against
Want Want China Holdings Limited	08/20/2019	3a2	Elect Huang Yung-Sung as Director	No	For	For		Against
Want Want China Holdings Limited	08/20/2019	3a3	Elect Chu Chi-Wen as Director	No	For	For		Against
Want Want China Holdings Limited	08/20/2019	3a4	Elect Tsai Ming-Hui as Director	No	For	For		Against
Want Want China Holdings Limited	08/20/2019	3a5	Elect Lai Hong Yee as Director	No	For	For		Against
Want Want China Holdings Limited	08/20/2019	3a6	Elect Cheng Wen-Hsien as Director	No	For	For		Against
Want Want China Holdings Limited	08/20/2019	3a7	Elect Pei Kerwei as Director	No	For	Against		Against
Want Want China Holdings Limited	08/20/2019	3b	Authorize Board to Fix Remuneration of Directors	No	For	For		For
Want Want China Holdings Limited	08/20/2019	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	No	For	For		For
Want Want China Holdings Limited	08/20/2019	5	Authorize Repurchase of Issued Share Capital	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Want Want China Holdings Limited	08/20/2019	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
Want Want China Holdings Limited	08/20/2019	7	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
Weichai Power Co., Ltd.	09/24/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Weichai Power Co., Ltd.	09/24/2019	1	Approve Provision of Guarantee to Weichai Power Hong Kong International Development Co., Limited in Respect of Certain Loans and the Relevant Interest Rate Swap Transactions	No	For	For		For
Weichai Power Co., Ltd.	09/24/2019	2	Approve Weichai Holdings General Services Agreement and the Chongqing Weichai General Services Agreement and the Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	09/24/2019	3	Approve Weichai Purchase and Processing Services Agreement and the Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	09/24/2019	4	Approve Shaanxi Zhongqi Purchase Agreement and the Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	09/24/2019	5	Approve Shaanxi Zhongqi Sale Agreement and the Relevant New Caps	No	For	For		For
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019		Ordinary Resolutions	Yes				
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	1	Reappoint BDO South Africa Inc as Auditors of the Company and Appoint J Schoeman as the Designated Auditor	No	For	For		Against
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	2.1	Re-elect Karen Forbay as Director	No	For	For		For
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	2.2	Re-elect Savannah Maziya as Director	No	For	For		For
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	2.3	Elect Cobus Bester as Director	No	For	For		For
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	3.1	Re-elect Cobus Bester as Chairperson of the Audit Committee	No	For	For		Against

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	3.2	Re-elect Ross Gardiner as Member of the Audit Committee	No	For	For		Against
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	3.3	Re-elect Savannah Maziya as Member of the Audit Committee	No	For	For		Against
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	3.4	Re-elect Karen Forbay as Member of the Audit Committee	No	For	For		Against
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	4	Approve Remuneration Policy	No	For	For		For
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	5	Approve Remuneration Policy and Implementation Report	No	For	For		For
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	6	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	7	Authorise Ratification of Approved Resolutions	No	For	For		For
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019		Special Resolutions	Yes				
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	1	Approve Non-executive Directors' Fees	No	For	For		For
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	2	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
Wilson Bayly Holmes-Ovcon Ltd.	11/20/2019	3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Wipro Limited	07/16/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Wipro Limited	07/16/2019	2	Confirm Interim Dividend as Final Dividend	No	For	For		For
Wipro Limited	07/16/2019	3	Reelect Abidali Z Neemuchwala as Director	No	For	For		For
Wipro Limited	07/16/2019	4	Amend Articles of Association	No	For	For		For
Wipro Limited	07/16/2019	5	Elect Azim H Premji as Director	No	For	For		For
Wipro Limited	07/16/2019	6	Approve Reappointment and Remuneration of Rishad A Premji as Whole Time Director, Designated as Executive Chairman	No	For	For		For
Wipro Limited	07/16/2019	7	Approve Appointment and Remuneration of Abidali Z Neemuchwala as Managing Director in Addition to His Existing Position as Chief Executive Officer	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Woolworths Holdings Ltd.	11/27/2019	1	Re-elect Hubert Brody as Director	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	2.1	Elect David Kneale as Director	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	2.2	Elect Thembisa Skweyiya as Director	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	2.3	Elect Belinda Earl as Director	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	2.4	Elect Christopher Colfer as Director	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	2.5	Elect Clive Thomson as Director	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	3.1	Re-elect Zarina Bassa as Member of the Audit Committee	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	3.2	Elect Thembisa Skweyiya as Member of the Audit Committee	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	3.3	Re-elect Andrew Higginson as Member of the Audit Committee	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	3.4	Elect Christopher Colfer as Member of the Audit Committee	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	3.5	Elect Clive Thomson as Member of the Audit Committee	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	4	Reappoint Ernst & Young Inc as Auditors of the Company with the Designated Audit Partner	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	5	Amend the Rules of the Performance Share Plan	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	6	Approve Remuneration Policy	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	7	Approve Remuneration Implementation Report	No	For	Against		Against
Woolworths Holdings Ltd.	11/27/2019	8	Authorise Repurchase of Issued Share Capital	No	For	For		For
Woolworths Holdings Ltd.	11/27/2019	9	Approve Remuneration of Non-executive Directors	No	For	For		For
Yandex NV	12/20/2019		Special Meeting Agenda for Holders of Class A Shares	Yes				
Yandex NV	12/20/2019	1	Prior Approval by the Class A Meeting of Agenda Item 1 (Amendment of Articles of Association)	No	For	For		For
Yandex NV	12/20/2019		Special Meeting Agenda	Yes				
Yandex NV	12/20/2019	1	Amend Articles of Association	No	For	For		For
Yandex NV	12/20/2019	2	Authorize Repurchase of Priority Share	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Yandex NV	12/20/2019	3	Elect Alexey Komissarov as Non-Executive Director	No	For	For		For
Yandex NV	12/20/2019	4	Elect Alexei Yakovitsky as Non-Executive Director	No	For	For		For
Yandex NV	12/20/2019	5	Approve Cancellation of Outstanding Class C Ordinary Shares	No	For	For		For
Yanzhou Coal Mining Company Limited	11/01/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Yanzhou Coal Mining Company Limited	11/01/2019	1	Approve 2019 Interim Profit Distribution Plan	No	For	For		For
Yanzhou Coal Mining Company Limited	11/01/2019	2	Approve Financial Services Agreement, Major and Continuing Connected Transactions, Annual Caps and Related Transactions	No	For	Against		Against
YTL Corporation Berhad	12/12/2019	1	Elect Mark Yeoh Seok Kah as Director	No	For	Against		Against
YTL Corporation Berhad	12/12/2019	2	Elect Yeoh Soo Keng as Director	No	For	Against		Against
YTL Corporation Berhad	12/12/2019	3	Elect Abdullah Bin Syed Abd. Kadir as Director	No	For	Against		Against
YTL Corporation Berhad	12/12/2019	4	Elect Ahmad Fuaad Bin Mohd Dahalan as Director	No	For	For		For
YTL Corporation Berhad	12/12/2019	5	Elect Noorma Binti Raja Othman as Director	No	For	For		For
YTL Corporation Berhad	12/12/2019	6	Approve Directors' Fees	No	For	For		For
YTL Corporation Berhad	12/12/2019	7	Approve Directors' Meeting Attendance Allowance	No	For	For		For
YTL Corporation Berhad	12/12/2019	8	Approve HLB Ler Lum PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
YTL Corporation Berhad	12/12/2019	9	Approve Cheong Keap Tai to Continue Office as Independent Non-Executive Director	No	For	For		For
YTL Corporation Berhad	12/12/2019	10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
YTL Corporation Berhad	12/12/2019	11	Authorize Share Repurchase Program	No	For	For		For
YTL Corporation Berhad	12/12/2019	12	Adopt New Constitution	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
YTL Power International Berhad	12/12/2019	1	Elect Francis Yeoh Sock Ping as Director	No	For	For		Against
YTL Power International Berhad	12/12/2019	2	Elect Abdullah Bin Syed Abd. Kadir as Director	No	For	Against		Against
YTL Power International Berhad	12/12/2019	3	Elect Faiz Bin Ishak as Director	No	For	For		For
YTL Power International Berhad	12/12/2019	4	Elect Long See Wool as Director	No	For	For		For
YTL Power International Berhad	12/12/2019	5	Elect Loo Took Gee as Director	No	For	For		For
YTL Power International Berhad	12/12/2019	6	Approve Directors' Fees	No	For	For		For
YTL Power International Berhad	12/12/2019	7	Approve Directors' Meeting Attendance Allowance	No	For	For		For
YTL Power International Berhad	12/12/2019	8	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
YTL Power International Berhad	12/12/2019	9	Approve Aris Bin Osman @ Othman to Continue Office as Independent Non-Executive Director	No	For	For		For
YTL Power International Berhad	12/12/2019	10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
YTL Power International Berhad	12/12/2019	11	Authorize Share Repurchase Program	No	For	For		For
YTL Power International Berhad	12/12/2019	12	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
YTL Power International Berhad	12/12/2019	13	Adopt New Constitution	No	For	For		For
Zee Entertainment Enterprises Limited	07/23/2019	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Zee Entertainment Enterprises Limited	07/23/2019	2	Confirm Dividend on Preference Shares	No	For	For		For
Zee Entertainment Enterprises Limited	07/23/2019	3	Declare Dividend on Equity Shares	No	For	For		For
Zee Entertainment Enterprises Limited	07/23/2019	4	Reelect Subhash Chandra as Director	No	For	Against		Against
Zee Entertainment Enterprises Limited	07/23/2019	5	Approve Remuneration of Cost Auditors	No	For	For		For
Zhaojin Mining Industry Company Limited	11/14/2019	1a	Approve Transfer Agreement and Related Transactions	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Zhaojin Mining Industry Company Limited	11/14/2019	1b	Approve Grant of Specific Mandates to the Board to Allot and Issue Consideration Shares to Zhaojin Group Pursuant to the Transfer Agreement	No	For	For		For
Zhaojin Mining Industry Company Limited	11/14/2019	1c	Authorize Board to Deal With All Matters in Relation to Transfer Agreement and Its Amendment, Variation or Modification of Terms and Conditions	No	For	For		For
Zhaojin Mining Industry Company Limited	11/14/2019		APPROVE THE TRANSFER AGREEMENT AND RELATED TRANSACTIONS	Yes				
Zhaojin Mining Industry Company Limited	11/14/2019	2a	Amend Articles of Association	No	For	For		For
Zhaojin Mining Industry Company Limited	11/14/2019	2b	Authorize Board to Deal With All Matters in Relation to the Amendments to the Articles of Association	No	For	For		For
Zhaojin Mining Industry Company Limited	11/14/2019	3	Approve Registration and Issuance of Renewal Bonds and Authorize Board to Deal With All Related Matters	No	For	For		For
Zhaojin Mining Industry Company Limited	11/14/2019	4	Approve Registration and Issuance of Super Short-Term Notes and Authorize Board to Deal With All Related Matters	No	For	For		For
Zhaojin Mining Industry Company Limited	11/14/2019		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
Zhaojin Mining Industry Company Limited	11/14/2019	1a	Approve Transfer Agreement and Related Transactions	No	For	For		For
Zhaojin Mining Industry Company Limited	11/14/2019	1b	Approve Grant of Specific Mandates to the Board to Allot and Issue Consideration Shares to Zhaojin Group Pursuant to the Transfer Agreement	No	For	For		For

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PARAMETRIC EMERGING MARKETS PROXY VOTING SUMMARY 2019 July 1 - December 31

Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Zhaojin Mining Industry Company Limited	11/14/2019	1c	Authorize Board to Deal With All Matters in Relation to Transfer Agreement and Its Amendment, Variation or Modification of Terms and Conditions	No	For	For		For
Zijin Mining Group Co., Ltd.	12/30/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Zijin Mining Group Co., Ltd.	12/30/2019	1	Approve Amendments to Articles of Association	No	For	For		For
Zijin Mining Group Co., Ltd.	12/30/2019	2	Amend Rules and Procedures Regarding General Meetings of Shareholders	No	For	For		For
Zijin Mining Group Co., Ltd.	12/30/2019	3	Approve Remuneration and Assessment Proposal of Directors and Supervisors	No	For	For		For
Zijin Mining Group Co., Ltd.	12/30/2019		ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Yes				
Zijin Mining Group Co., Ltd.	12/30/2019	4.1	Elect Chen Jinghe as Director	No	For	For		Against
Zijin Mining Group Co., Ltd.	12/30/2019	4.2	Elect Lan Fusheng as Director	No	For	For		Against
Zijin Mining Group Co., Ltd.	12/30/2019	4.3	Elect Zou Laichang as Director	No	For	For		Against
Zijin Mining Group Co., Ltd.	12/30/2019	4.4	Elect Lin Hongfu as Director	No	For	For		Against
Zijin Mining Group Co., Ltd.	12/30/2019	4.5	Elect Lin Hongying as Director	No	For	For		Against
Zijin Mining Group Co., Ltd.	12/30/2019	4.6	Elect Xie Xionghui as Director	No	For	For		Against
Zijin Mining Group Co., Ltd.	12/30/2019	4.7	Elect Li Jian as Director	No	For	For		Against
Zijin Mining Group Co., Ltd.	12/30/2019		ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Yes				
Zijin Mining Group Co., Ltd.	12/30/2019	5.1	Elect Zhu Guang as Director	No	For	For		For
Zijin Mining Group Co., Ltd.	12/30/2019	5.2	Elect Mao Jingwen as Director	No	For	For		For
Zijin Mining Group Co., Ltd.	12/30/2019	5.3	Elect Li Changqing as Director	No	For	For		For
Zijin Mining Group Co., Ltd.	12/30/2019	5.4	Elect He Fulong as Director	No	For	For		For
Zijin Mining Group Co., Ltd.	12/30/2019	5.5	Elect Suen, Stephen Man Tak as Director	No	For	For		For
Zijin Mining Group Co., Ltd.	12/30/2019		ELECT SUPERVISORS VIA CUMULATIVE VOTING	Yes				
Zijin Mining Group Co., Ltd.	12/30/2019	6.1	Elect Lin Shuiqing as Supervisor	No	For	For		For
Zijin Mining Group Co., Ltd.	12/30/2019	6.2	Elect Fan Wensheng as Supervisor	No	For	For		For
Zijin Mining Group Co., Ltd.	12/30/2019	6.3	Elect Xu Qiang as Supervisor	No	For	For		For

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Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ZTE Corporation	07/29/2019		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
ZTE Corporation	07/29/2019	1.0	Approve Amendments to Articles of Association, the Rules of Procedure for General Meetings of Shareholders and the Rules of Procedure for Board of Directors Meetings	No	For	For		For
ZTE Corporation	07/29/2019	2.0	Amend Rules and Procedures Regarding Meetings of Board of Supervisory Committee	No	For	For		For
ZTE Corporation	07/29/2019	3.0	Approve Execution of a Supplemental Agreement with Shenzhen Vanke Development Co., Ltd. on the Shenzhen Bay Super Headquarters Base	No	For	For		For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Constellation Brands, Inc.	Yes	1.1	Elect Director Jennifer M. Daniels	For	For	For	For
Constellation Brands, Inc.	Yes	1.2	Elect Director Jerry Fowden	For	For	Withhold	Withhold
Constellation Brands, Inc.	Yes	1.3	Elect Director Ernesto M. Hernandez	For	For	Withhold	Withhold
Constellation Brands, Inc.	Yes	1.4	Elect Director Susan Somersille Johnson	For	For	Withhold	Withhold
Constellation Brands, Inc.	Yes	1.5	Elect Director James A. Locke, III	For	Withhold	Withhold	Withhold
Constellation Brands, Inc.	Yes	1.6	Elect Director Daniel J. McCarthy	For	Withhold	Withhold	Withhold
Constellation Brands, Inc.	Yes	1.7	Elect Director William A. Newlands	For	For	For	For
Constellation Brands, Inc.	Yes	1.8	Elect Director Richard Sands	For	For	Withhold	Withhold
Constellation Brands, Inc.	Yes	1.9	Elect Director Robert Sands	For	For	Withhold	Withhold
Constellation Brands, Inc.	Yes	1.10	Elect Director Judy A. Schmeling	For	Withhold	Refer-Withhold	Withhold
Constellation Brands, Inc.	Yes	2	Ratify KPMG LLP as Auditor	For	For	For	For
Constellation Brands, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
VF Corporation	Yes	1.1	Elect Director Richard T. Carucci	For	For	For	For
VF Corporation	Yes	1.2	Elect Director Juliana L. Chugg	For	For	For	For
VF Corporation	Yes	1.3	Elect Director Benno Dorer	For	For	For	For
VF Corporation	Yes	1.4	Elect Director Mark S. Hoplamazian	For	For	For	For
VF Corporation	Yes	1.5	Elect Director Laura W. Lang	For	For	For	For
VF Corporation	Yes	1.6	Elect Director W. Alan McCollough	For	For	For	For
VF Corporation	Yes	1.7	Elect Director W. Rodney McMullen	For	For	For	For
VF Corporation	Yes	1.8	Elect Director Clarence Otis, Jr.	For	For	For	For
VF Corporation	Yes	1.9	Elect Director Steven E. Rendle	For	For	For	For
VF Corporation	Yes	1.10	Elect Director Carol L. Roberts	For	For	For	For
VF Corporation	Yes	1.11	Elect Director Matthew J. Shattock	For	For	For	For
VF Corporation	Yes	1.12	Elect Director Veronica B. Wu	For	For	For	For
VF Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
VF Corporation	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
Fidelity National Information Services, Inc.	Yes	1	Issue Shares in Connection with Merger	For	For	For	For
Fidelity National Information Services, Inc.	Yes	2	Increase Authorized Common Stock	For	For	For	For
Fidelity National Information Services, Inc.	Yes	3	Adjourn Meeting	For	For	Against	Against
Linde plc	Yes	1a	Elect Director Wolfgang H. Reitzle	For	For	For	For
Linde plc	Yes	1b	Elect Director Stephen F. Angel	For	For	For	For
Linde plc	Yes	1c	Elect Director Ann-Kristin Achleitner	For	For	For	For
Linde plc	Yes	1d	Elect Director Clemens A. H. Borsig	For	For	For	For
Linde plc	Yes	1e	Elect Director Nance K. Dicciani	For	For	For	For
Linde plc	Yes	1f	Elect Director Thomas Enders	For	For	For	For
Linde plc	Yes	1g	Elect Director Franz Fehrenbach	For	For	For	For
Linde plc	Yes	1h	Elect Director Edward G. Galante	For	For	For	For
Linde plc	Yes	1i	Elect Director Larry D. McVay	For	For	For	For
Linde plc	Yes	1j	Elect Director Victoria E. Ossadnik	For	For	For	For
Linde plc	Yes	1k	Elect Director Martin H. Richenhagen	For	For	For	For
Linde plc	Yes	1l	Elect Director Robert L. Wood	For	For	For	For
Linde plc	Yes	2a	Ratify PricewaterhouseCoopers as Auditors	For	For	For	For
Linde plc	Yes	2b	Authorize Board to Fix Remuneration of Auditors	For	For	For	For
Linde plc	Yes	3	Determine Price Range for Reissuance of Treasury Shares	For	For	For	For
Linde plc	Yes	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Linde plc	Yes	5	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	One Year
BB&T Corporation	Yes	1	Issue Shares in Connection with Merger	For	For	For	For
BB&T Corporation	Yes	2	Change Company Name to Truist Financial Corporation	For	For	For	For
BB&T Corporation	Yes	3	Adjourn Meeting	For	For	Against	Against
SunTrust Banks, Inc.	Yes	1	Approve Merger Agreement	For	For	For	For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
SunTrust Banks, Inc.	Yes	2	Advisory Vote on Golden Parachutes	For	For	For	For
SunTrust Banks, Inc.	Yes	3	Adjourn Meeting	For	For	Against	Against
McKesson Corporation	Yes	1.1	Elect Director Dominic J. Caruso	For	For	For	For
McKesson Corporation	Yes	1.2	Elect Director N. Anthony Coles	For	For	For	For
McKesson Corporation	Yes	1.3	Elect Director M. Christine Jacobs	For	For	For	For
McKesson Corporation	Yes	1.4	Elect Director Donald R. Knauss	For	For	For	For
McKesson Corporation	Yes	1.5	Elect Director Marie L. Knowles	For	For	For	For
McKesson Corporation	Yes	1.6	Elect Director Bradley E. Lerman	For	For	For	For
McKesson Corporation	Yes	1.7	Elect Director Edward A. Mueller	For	For	For	For
McKesson Corporation	Yes	1.8	Elect Director Susan R. Salka	For	For	For	For
McKesson Corporation	Yes	1.9	Elect Director Brian S. Tyler	For	For	For	For
McKesson Corporation	Yes	1.10	Elect Director Kenneth E. Washington	For	For	For	For
McKesson Corporation	Yes	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
McKesson Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	Against
McKesson Corporation	Yes	4	Report on Lobbying Payments and Policy	Against	For	Against	Against
McKesson Corporation	Yes	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Against	Against
Capri Holdings Limited	Yes	1a	Elect Director Judy Gibbons	For	For	Refer-Against	Against
Capri Holdings Limited	Yes	1b	Elect Director Jane Thompson	For	For	For	For
Capri Holdings Limited	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Capri Holdings Limited	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Capri Holdings Limited	Yes	4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	One Year
Ralph Lauren Corporation	Yes	1.1	Elect Director Frank A. Bennack, Jr.	For	For	For	For
Ralph Lauren Corporation	Yes	1.2	Elect Director Joel L. Fleishman	For	For	For	For
Ralph Lauren Corporation	Yes	1.3	Elect Director Michael A. George	For	For	For	For
Ralph Lauren Corporation	Yes	1.4	Elect Director Hubert Joly	For	For	For	For
Ralph Lauren Corporation	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Ralph Lauren Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Ralph Lauren Corporation	Yes	4	Approve Omnibus Stock Plan	For	For	For	For
Qorvo, Inc.	Yes	1.1	Elect Director Ralph G. Quinsey	For	For	For	For
Qorvo, Inc.	Yes	1.2	Elect Director Robert A. Bruggeworth	For	For	For	For
Qorvo, Inc.	Yes	1.3	Elect Director Jeffery R. Gardner	For	For	For	For
Qorvo, Inc.	Yes	1.4	Elect Director John R. Harding	For	For	For	For
Qorvo, Inc.	Yes	1.5	Elect Director David H. Y. Ho	For	For	For	For
Qorvo, Inc.	Yes	1.6	Elect Director Roderick D. Nelson	For	For	For	For
Qorvo, Inc.	Yes	1.7	Elect Director Walden C. Rhines	For	For	For	For
Qorvo, Inc.	Yes	1.8	Elect Director Susan L. Spradley	For	For	For	For
Qorvo, Inc.	Yes	1.9	Elect Director Walter H. Wilkinson, Jr.	For	For	For	For
Qorvo, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Qorvo, Inc.	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For	For	For
ABIOMED, Inc.	Yes	1.1	Elect Director Michael R. Minogue	For	For	For	For
ABIOMED, Inc.	Yes	1.2	Elect Director Martin P. Sutter	For	For	Withhold	Withhold
ABIOMED, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Abstain	Abstain
ABIOMED, Inc.	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
Vornado Realty Trust	Yes	1	Amend Declaration of Trust to Add a Foreign Ownership Limit	For	For	For	For
Anadarko Petroleum Corporation	Yes	1	Approve Merger Agreement	For	For	For	For
Anadarko Petroleum Corporation	Yes	2	Advisory Vote on Golden Parachutes	For	Against	Against	Against
Electronic Arts Inc.	Yes	1a	Elect Director Leonard S. Coleman	For	For	For	For
Electronic Arts Inc.	Yes	1b	Elect Director Jay C. Hoag	For	For	For	For
Electronic Arts Inc.	Yes	1c	Elect Director Jeffrey T. Huber	For	For	For	For
Electronic Arts Inc.	Yes	1d	Elect Director Lawrence F. Probst, III	For	For	For	For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Electronic Arts Inc.	Yes	1e	Elect Director Talbott Roche	For	For	For	For
Electronic Arts Inc.	Yes	1f	Elect Director Richard A. Simonson	For	For	For	For
Electronic Arts Inc.	Yes	1g	Elect Director Luis A. Ubinas	For	For	For	For
Electronic Arts Inc.	Yes	1h	Elect Director Heidi J. Ueberroth	For	For	For	For
Electronic Arts Inc.	Yes	1i	Elect Director Andrew Wilson	For	For	For	For
Electronic Arts Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Electronic Arts Inc.	Yes	3	Ratify KPMG LLP as Auditors	For	For	For	For
Electronic Arts Inc.	Yes	4	Approve Omnibus Stock Plan	For	For	For	For
Electronic Arts Inc.	Yes	5	Provide Right for Shareholders Holding 25% or More of the Common Stock to Call Special Meetings	For	For	For	For
Electronic Arts Inc.	Yes	6	Provide Right for Shareholders Holding 15% or More of the Common Stock to Call Special Meetings	Against	For	For	For
Xilinx, Inc.	Yes	1.1	Elect Director Dennis Segers	For	For	For	For
Xilinx, Inc.	Yes	1.2	Elect Director Raman K. Chitkara	For	For	For	For
Xilinx, Inc.	Yes	1.3	Elect Director Saar Gillai	For	For	For	For
Xilinx, Inc.	Yes	1.4	Elect Director Ronald S. Jankov	For	For	For	For
Xilinx, Inc.	Yes	1.5	Elect Director Mary Louise Krakauer	For	For	For	For
Xilinx, Inc.	Yes	1.6	Elect Director Thomas H. Lee	For	For	For	For
Xilinx, Inc.	Yes	1.7	Elect Director J. Michael Patterson	For	For	For	For
Xilinx, Inc.	Yes	1.8	Elect Director Victor Peng	For	For	For	For
Xilinx, Inc.	Yes	1.9	Elect Director Marshall C. Turner	For	For	For	For
Xilinx, Inc.	Yes	1.10	Elect Director Elizabeth W. Vanderslice	For	For	For	For
Xilinx, Inc.	Yes	2	Amend Qualified Employee Stock Purchase Plan	For	For	For	For
Xilinx, Inc.	Yes	3	Amend Omnibus Stock Plan	For	For	For	For
Xilinx, Inc.	Yes	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Xilinx, Inc.	Yes	5	Ratify Ernst & Young LLP as Auditors	For	For	For	For
The J. M. Smucker Company	Yes	1	Elect Director Kathryn W. Dindo	For	For	Against	Against
The J. M. Smucker Company	Yes	1b	Elect Director Paul J. Dolan	For	For	For	For
The J. M. Smucker Company	Yes	1c	Elect Director Jay L. Henderson	For	For	For	For
The J. M. Smucker Company	Yes	1d	Elect Director Gary A. Oatey	For	For	For	For
The J. M. Smucker Company	Yes	1e	Elect Director Kirk L. Perry	For	For	For	For
The J. M. Smucker Company	Yes	1f	Elect Director Sandra Pianalto	For	For	For	For
The J. M. Smucker Company	Yes	1g	Elect Director Nancy Lopez Russell	For	For	For	For
The J. M. Smucker Company	Yes	1h	Elect Director Alex Shumate	For	For	For	For
The J. M. Smucker Company	Yes	1i	Elect Director Mark T. Smucker	For	For	For	For
The J. M. Smucker Company	Yes	1j	Elect Director Richard K. Smucker	For	For	For	For
The J. M. Smucker Company	Yes	1k	Elect Director Timothy P. Smucker	For	For	For	For
The J. M. Smucker Company	Yes	1l	Elect Director Dawn C. Willoughby	For	For	For	For
The J. M. Smucker Company	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
The J. M. Smucker Company	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
DXC Technology Company	Yes	1	Elect Director Mukesh Aghi	For	For	For	For
DXC Technology Company	Yes	1b	Elect Director Amy E. Alving	For	For	For	For
DXC Technology Company	Yes	1c	Elect Director David L. Herzog	For	For	For	For
DXC Technology Company	Yes	1d	Elect Director Sachin Lawande	For	For	For	For
DXC Technology Company	Yes	1e	Elect Director J. Michael Lawrie	For	For	For	For
DXC Technology Company	Yes	1f	Elect Director Mary L. Krakauer	For	For	For	For
DXC Technology Company	Yes	1g	Elect Director Julio A. Portalatin	For	For	For	For
DXC Technology Company	Yes	1h	Elect Director Peter Rutland	For	For	For	For
DXC Technology Company	Yes	1i	Elect Director Michael J. Salvino	For	For	For	For
DXC Technology Company	Yes	1j	Elect Director Manoj P. Singh	For	For	For	For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
DXC Technology Company	Yes	1k	Elect Director Robert F. Woods	For	For	For	For
DXC Technology Company	Yes	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
DXC Technology Company	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Global Payments Inc.	Yes	1	Issue Shares in Connection with Merger	For	For	For	For
Global Payments Inc.	Yes	2	Increase Authorized Common Stock	For	For	For	For
Global Payments Inc.	Yes	3	Declassify the Board of Directors	For	For	For	For
Global Payments Inc.	Yes	4	Adjourn Meeting	For	For	Against	Against
Total System Services, Inc.	Yes	1	Approve Merger Agreement	For	For	For	For
Total System Services, Inc.	Yes	2	Advisory Vote on Golden Parachutes	For	For	For	For
Total System Services, Inc.	Yes	3	Declassify the Board of Directors	For	For	For	For
Total System Services, Inc.	Yes	4	Adjourn Meeting	For	For	Against	Against
H&R Block, Inc.	Yes	1a	Elect Director Angela N. Archon	For	For	For	For
H&R Block, Inc.	Yes	1b	Elect Director Paul J. Brown	For	For	For	For
H&R Block, Inc.	Yes	1c	Elect Director Robert A. Gerard	For	For	For	For
H&R Block, Inc.	Yes	1d	Elect Director Richard A. Johnson	For	For	For	For
H&R Block, Inc.	Yes	1e	Elect Director Jeffrey J. Jones, II	For	For	For	For
H&R Block, Inc.	Yes	1f	Elect Director David Baker Lewis	For	For	For	For
H&R Block, Inc.	Yes	1g	Elect Director Victoria J. Reich	For	For	For	For
H&R Block, Inc.	Yes	1h	Elect Director Bruce C. Rohde	For	For	For	For
H&R Block, Inc.	Yes	1i	Elect Director Matthew E. Winter	For	For	For	For
H&R Block, Inc.	Yes	1j	Elect Director Christianna Wood	For	For	For	For
H&R Block, Inc.	Yes	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
H&R Block, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
LyondellBasell Industries N.V.	Yes	1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	For
LyondellBasell Industries N.V.	Yes	2	Approve the Cancellation of Shares	For	For	For	For
NetApp, Inc.	Yes	1a	Elect Director T. Michael Nevens	For	For	For	For
NetApp, Inc.	Yes	1b	Elect Director Gerald Held	For	For	For	For
NetApp, Inc.	Yes	1c	Elect Director Kathryn M. Hill	For	For	For	For
NetApp, Inc.	Yes	1d	Elect Director Deborah L. Kerr	For	For	For	For
NetApp, Inc.	Yes	1e	Elect Director George Kurian	For	For	For	For
NetApp, Inc.	Yes	1f	Elect Director Scott F. Schenkel	For	For	For	For
NetApp, Inc.	Yes	1g	Elect Director George T. Shaheen	For	For	For	For
NetApp, Inc.	Yes	2	Amend Omnibus Stock Plan	For	For	For	For
NetApp, Inc.	Yes	3	Amend Qualified Employee Stock Purchase Plan	For	For	For	For
NetApp, Inc.	Yes	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
NetApp, Inc.	Yes	5	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
The Kraft Heinz Company	Yes	1a	Elect Director Gregory E. Abel	For	For	For	For
The Kraft Heinz Company	Yes	1b	Elect Director Alexandre Behring	For	For	For	For
The Kraft Heinz Company	Yes	1c	Elect Director Joao M. Castro-Neves	For	For	For	For
The Kraft Heinz Company	Yes	1d	Elect Director Tracy Britt Cool	For	For	For	For
The Kraft Heinz Company	Yes	1e	Elect Director John T. Cahill	For	For	For	For
The Kraft Heinz Company	Yes	1f	Elect Director Feroz Dewan	For	For	For	For
The Kraft Heinz Company	Yes	1g	Elect Director Jeanne P. Jackson	For	For	For	For
The Kraft Heinz Company	Yes	1h	Elect Director Jorge Paulo Lemann	For	For	For	For
The Kraft Heinz Company	Yes	1i	Elect Director John C. Pope	For	For	For	For
The Kraft Heinz Company	Yes	1j	Elect Director Alexandre Van Damme	For	For	For	For
The Kraft Heinz Company	Yes	1k	Elect Director George Zoghbi	For	For	For	For
The Kraft Heinz Company	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	Against
The Kraft Heinz Company	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
The Kraft Heinz Company	Yes	4	Report on Protein Diversification	Against	Against	Against	Against

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
The Kraft Heinz Company	Yes	5	Report on Efforts to Reduce Pesticide Use in the Company's Supply Chain	Against	For	Abstain	Abstain
Darden Restaurants, Inc.	Yes	1.1	Elect Director Margaret Shan Atkins	For	For	For	For
Darden Restaurants, Inc.	Yes	1.2	Elect Director James P. Fogarty	For	For	For	For
Darden Restaurants, Inc.	Yes	1.3	Elect Director Cynthia T. Jamison	For	For	For	For
Darden Restaurants, Inc.	Yes	1.4	Elect Director Eugene I. (Gene) Lee, Jr.	For	For	For	For
Darden Restaurants, Inc.	Yes	1.5	Elect Director Nana Mensah	For	For	For	For
Darden Restaurants, Inc.	Yes	1.6	Elect Director William S. Simon	For	For	For	For
Darden Restaurants, Inc.	Yes	1.7	Elect Director Charles M. (Chuck) Sonstebly	For	For	For	For
Darden Restaurants, Inc.	Yes	1.8	Elect Director Timothy J. Wilmott	For	For	For	For
Darden Restaurants, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Darden Restaurants, Inc.	Yes	3	Ratify KPMG LLP as Auditors	For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.1	Elect Director Strauss Zelnick	For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.2	Elect Director Michael Dornemann	For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.3	Elect Director J Moses	For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.4	Elect Director Michael Sheresky	For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.5	Elect Director LaVerne Srinivasan	For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.6	Elect Director Susan Tolson	For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.7	Elect Director Paul Viera	For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.8	Elect Director Roland Hernandez	For	For	For	For
Take-Two Interactive Software, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Take-Two Interactive Software, Inc.	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Conagra Brands, Inc.	Yes	1a	Elect Director Anil Arora	For	For	For	For
Conagra Brands, Inc.	Yes	1b	Elect Director Thomas "Tony" K. Brown	For	For	For	For
Conagra Brands, Inc.	Yes	1c	Elect Director Stephen G. Butler	For	For	For	For
Conagra Brands, Inc.	Yes	1d	Elect Director Sean M. Connolly	For	For	For	For
Conagra Brands, Inc.	Yes	1e	Elect Director Joie A. Gregor	For	For	For	For
Conagra Brands, Inc.	Yes	1f	Elect Director Rajive Johri	For	For	For	For
Conagra Brands, Inc.	Yes	1g	Elect Director Richard H. Lenny	For	For	For	For
Conagra Brands, Inc.	Yes	1h	Elect Director Melissa Lora	For	For	For	For
Conagra Brands, Inc.	Yes	1i	Elect Director Ruth Ann Marshall	For	For	For	For
Conagra Brands, Inc.	Yes	1j	Elect Director Craig P. Omtvedt	For	For	For	For
Conagra Brands, Inc.	Yes	1k	Elect Director Scott Ostfeld	For	For	For	For
Conagra Brands, Inc.	Yes	2	Ratify KPMG LLP as Auditors	For	For	For	For
Conagra Brands, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
NIKE, Inc.	Yes	1.1	Elect Director Alan B. Graf, Jr.	For	For	For	For
NIKE, Inc.	Yes	1.2	Elect Director Peter B. Henry	For	For	For	For
NIKE, Inc.	Yes	1.3	Elect Director Michelle A. Peluso	For	For	For	For
NIKE, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
NIKE, Inc.	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
FedEx Corporation	Yes	1.1	Elect Director John A. Edwardson	For	For	For	For
FedEx Corporation	Yes	1.2	Elect Director Marvin R. Ellison	For	For	For	For
FedEx Corporation	Yes	1.3	Elect Director Susan Patricia Griffith	For	For	For	For
FedEx Corporation	Yes	1.4	Elect Director John C. (Chris) Inglis	For	For	For	For
FedEx Corporation	Yes	1.5	Elect Director Kimberly A. Jabal	For	For	For	For
FedEx Corporation	Yes	1.6	Elect Director Shirley Ann Jackson	For	For	Against	Against
FedEx Corporation	Yes	1.7	Elect Director R. Brad Martin	For	For	For	For
FedEx Corporation	Yes	1.8	Elect Director Joshua Cooper Ramo	For	For	For	For
FedEx Corporation	Yes	1.9	Elect Director Susan C. Schwab	For	For	For	For
FedEx Corporation	Yes	1.10	Elect Director Frederick W. Smith	For	For	For	For
FedEx Corporation	Yes	1.11	Elect Director David P. Steiner	For	For	For	For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
FedEx Corporation	Yes	1.12	Elect Director Paul S. Walsh	For	For	Against	Against
FedEx Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	For	For
FedEx Corporation	Yes	3	Approve Omnibus Stock Plan	For	For	For	For
FedEx Corporation	Yes	4	Ratify Ernst & Young LLP as Auditors	For	For	For	For
FedEx Corporation	Yes	5	Report on Lobbying Payments and Policy	Against	For	Against	Against
FedEx Corporation	Yes	6	Report on Employee Representation on the Board of Directors	Against	Against	Against	Against
General Mills, Inc.	Yes	1a	Elect Director R. Kerry Clark	For	For	For	For
General Mills, Inc.	Yes	1b	Elect Director David M. Cordani	For	For	For	For
General Mills, Inc.	Yes	1c	Elect Director Roger W. Ferguson, Jr.	For	For	For	For
General Mills, Inc.	Yes	1d	Elect Director Jeffrey L. Harmening	For	For	For	For
General Mills, Inc.	Yes	1e	Elect Director Maria G. Henry	For	For	For	For
General Mills, Inc.	Yes	1f	Elect Director Elizabeth C. Lempres	For	For	For	For
General Mills, Inc.	Yes	1g	Elect Director Diane L. Neal	For	For	For	For
General Mills, Inc.	Yes	1h	Elect Director Steve Odland	For	For	For	For
General Mills, Inc.	Yes	1i	Elect Director Maria A. Sastre	For	For	For	For
General Mills, Inc.	Yes	1j	Elect Director Eric D. Sprunk	For	For	For	For
General Mills, Inc.	Yes	1k	Elect Director Jorge A. Uribe	For	For	For	For
General Mills, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
General Mills, Inc.	Yes	3	Ratify KPMG LLP as Auditors	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1a	Elect Director Peter J. Bensen	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1b	Elect Director Charles A. Blixt	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1c	Elect Director Andre J. Hawaux	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1d	Elect Director W.G. Jurgensen	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1e	Elect Director Thomas P. Maurer	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1f	Elect Director Hala G. Modellmog	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1g	Elect Director Maria Renna Sharpe	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1h	Elect Director Thomas P. Werner	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	3	Ratify KPMG LLP as Auditors	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	4	Report on Pesticide Use in the Company's Supply Chain	Against	For	Abstain	Abstain
TransDigm Group Incorporated	Yes	1	Approve Stock Option Plan	For	Against	Against	Against
The Procter & Gamble Company	Yes	1a	Elect Director Francis S. Blake	For	For	For	For
The Procter & Gamble Company	Yes	1b	Elect Director Angela F. Braly	For	For	For	For
The Procter & Gamble Company	Yes	1c	Elect Director Amy L. Chang	For	For	For	For
The Procter & Gamble Company	Yes	1d	Elect Director Scott D. Cook	For	For	For	For
The Procter & Gamble Company	Yes	1e	Elect Director Joseph Jimenez	For	For	For	For
The Procter & Gamble Company	Yes	1f	Elect Director Terry J. Lundgren	For	For	For	For
The Procter & Gamble Company	Yes	1g	Elect Director Christine M. McCarthy	For	For	For	For
The Procter & Gamble Company	Yes	1h	Elect Director W. James McNeerney, Jr.	For	For	For	For
The Procter & Gamble Company	Yes	1i	Elect Director Nelson Peltz	For	For	For	For
The Procter & Gamble Company	Yes	1j	Elect Director David S. Taylor	For	For	For	For
The Procter & Gamble Company	Yes	1k	Elect Director Margaret C. Whitman	For	For	For	For
The Procter & Gamble Company	Yes	1l	Elect Director Patricia A. Woertz	For	For	For	For
The Procter & Gamble Company	Yes	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
The Procter & Gamble Company	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
The Procter & Gamble Company	Yes	4	Approve Omnibus Stock Plan	For	For	For	For
Raytheon Company	Yes	1	Approve Merger Agreement	For	For	For	For
Raytheon Company	Yes	2	Advisory Vote on Golden Parachutes	For	For	For	For
Raytheon Company	Yes	3	Adjourn Meeting	For	For	Against	Against
United Technologies Corporation	Yes	1	Issue Shares in Connection with Merger	For	For	For	For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
United Technologies Corporation	Yes	2	Adjourn Meeting	For	For	Against	Against
Allergan plc	Yes	1	Approve Scheme of Arrangement	For	For	For	For
Allergan plc	Yes	1	Approve Scheme of Arrangement	For	For	For	For
Allergan plc	Yes	2	Approve Cancellation of Cancellation Shares	For	For	For	For
Allergan plc	Yes	3	Authorize Board to Allot and Issue Shares	For	For	For	For
Allergan plc	Yes	4	Amend Articles of Association	For	For	For	For
Allergan plc	Yes	5	Advisory Vote on Golden Parachutes	For	For	For	For
Allergan plc	Yes	6	Adjourn Meeting	For	For	Against	Against
Paychex, Inc.	Yes	1a	Elect Director B. Thomas Golisano	For	For	For	For
Paychex, Inc.	Yes	1b	Elect Director Thomas F. Bonadio	For	For	For	For
Paychex, Inc.	Yes	1c	Elect Director Joseph G. Doody	For	For	For	For
Paychex, Inc.	Yes	1d	Elect Director David J.S. Flaschen	For	For	For	For
Paychex, Inc.	Yes	1e	Elect Director Pamela A. Joseph	For	For	For	For
Paychex, Inc.	Yes	1f	Elect Director Martin Mucci	For	For	For	For
Paychex, Inc.	Yes	1g	Elect Director Joseph M. Tucci	For	For	For	For
Paychex, Inc.	Yes	1h	Elect Director Joseph M. Velli	For	For	For	For
Paychex, Inc.	Yes	1i	Elect Director Kara Wilson	For	For	For	For
Paychex, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Paychex, Inc.	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
Parker-Hannifin Corporation	Yes	1.1	Elect Director Lee C. Banks	For	For	For	For
Parker-Hannifin Corporation	Yes	1.2	Elect Director Robert G. Bohn	For	For	For	For
Parker-Hannifin Corporation	Yes	1.3	Elect Director Linda S. Harty	For	For	For	For
Parker-Hannifin Corporation	Yes	1.4	Elect Director Kevin A. Lobo	For	For	For	For
Parker-Hannifin Corporation	Yes	1.5	Elect Director Candy M. Obourn	For	For	For	For
Parker-Hannifin Corporation	Yes	1.6	Elect Director Joseph Scaminace	For	For	For	For
Parker-Hannifin Corporation	Yes	1.7	Elect Director Ake Svensson	For	For	For	For
Parker-Hannifin Corporation	Yes	1.8	Elect Director Laura K. Thompson	For	For	For	For
Parker-Hannifin Corporation	Yes	1.9	Elect Director James R. Verrier	For	For	For	For
Parker-Hannifin Corporation	Yes	1.10	Elect Director James L. Wainscott	For	For	For	For
Parker-Hannifin Corporation	Yes	1.11	Elect Director Thomas L. Williams	For	For	For	For
Parker-Hannifin Corporation	Yes	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
Parker-Hannifin Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Parker-Hannifin Corporation	Yes	4	Amend Omnibus Stock Plan	For	For	For	For
Parker-Hannifin Corporation	Yes	5	Require Independent Board Chairman	Against	Against	Against	Against
L3Harris Technologies, Inc.	Yes	1a	Elect Director Sallie B. Bailey	For	For	For	For
L3Harris Technologies, Inc.	Yes	1b	Elect Director William M. Brown	For	For	For	For
L3Harris Technologies, Inc.	Yes	1c	Elect Director Peter W. Chiarelli	For	For	For	For
L3Harris Technologies, Inc.	Yes	1d	Elect Director Thomas A. Corcoran	For	For	For	For
L3Harris Technologies, Inc.	Yes	1e	Elect Director Thomas A. Dattilo	For	For	For	For
L3Harris Technologies, Inc.	Yes	1f	Elect Director Roger B. Fradin	For	For	For	For
L3Harris Technologies, Inc.	Yes	1g	Elect Director Lewis Hay, III	For	For	For	For
L3Harris Technologies, Inc.	Yes	1h	Elect Director Lewis Kramer	For	For	For	For
L3Harris Technologies, Inc.	Yes	1i	Elect Director Christopher E. Kubasik	For	For	For	For
L3Harris Technologies, Inc.	Yes	1j	Elect Director Rita S. Lane	For	For	For	For
L3Harris Technologies, Inc.	Yes	1k	Elect Director Robert B. Millard	For	For	For	For
L3Harris Technologies, Inc.	Yes	1l	Elect Director Lloyd W. Newton	For	For	For	For
L3Harris Technologies, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
L3Harris Technologies, Inc.	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Cintas Corporation	Yes	1a	Elect Director Gerald S. Adolph	For	For	For	For
Cintas Corporation	Yes	1b	Elect Director John F. Barrett	For	For	For	For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Cintas Corporation	Yes	1c	Elect Director Melanie W. Barstad	For	For	For	For
Cintas Corporation	Yes	1d	Elect Director Karen L. Carnahan	For	For	For	For
Cintas Corporation	Yes	1e	Elect Director Robert E. Coletti	For	For	For	For
Cintas Corporation	Yes	1f	Elect Director Scott D. Farmer	For	For	For	For
Cintas Corporation	Yes	1g	Elect Director James J. Johnson	For	For	For	For
Cintas Corporation	Yes	1h	Elect Director Joseph Scaminace	For	For	For	For
Cintas Corporation	Yes	1i	Elect Director Ronald W. Tysoe	For	For	For	For
Cintas Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Cintas Corporation	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Cintas Corporation	Yes	4	Report on Political Contributions	Against	For	For	For
Seagate Technology plc	Yes	1a	Elect Director William D. Mosley	For	For	For	For
Seagate Technology plc	Yes	1b	Elect Director Stephen J. Luczo	For	For	For	For
Seagate Technology plc	Yes	1c	Elect Director Mark W. Adams	For	For	For	For
Seagate Technology plc	Yes	1d	Elect Director Judy Bruner	For	For	For	For
Seagate Technology plc	Yes	1e	Elect Director Michael R. Cannon	For	For	For	For
Seagate Technology plc	Yes	1f	Elect Director William T. Coleman	For	For	For	For
Seagate Technology plc	Yes	1g	Elect Director Jay L. Geldmacher	For	For	For	For
Seagate Technology plc	Yes	1h	Elect Director Dylan G. Haggart	For	For	For	For
Seagate Technology plc	Yes	1i	Elect Director Stephanie Tilenius	For	For	For	For
Seagate Technology plc	Yes	1j	Elect Director Edward J. Zander	For	For	For	For
Seagate Technology plc	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Seagate Technology plc	Yes	3	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	For
Seagate Technology plc	Yes	4	Amend Omnibus Stock Plan	For	For	For	For
Seagate Technology plc	Yes	5	Authorize Board to Allot and Issue Shares	For	For	For	For
Seagate Technology plc	Yes	6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	For	For	For
Seagate Technology plc	Yes	7	Determine Price Range for Reissuance of Treasury Shares	For	For	For	For
Amcor plc	Yes	1a	Elect Director Graeme Liebelt	For	For	For	For
Amcor plc	Yes	1b	Elect Director Armin Meyer	For	For	For	For
Amcor plc	Yes	1c	Elect Director Ronald Delia	For	For	For	For
Amcor plc	Yes	1d	Elect Director Andrea Bertone	For	For	For	For
Amcor plc	Yes	1e	Elect Director Karen Guerra	For	For	For	For
Amcor plc	Yes	1f	Elect Director Nicholas (Tom) Long	For	For	For	For
Amcor plc	Yes	1g	Elect Director Arun Nayar	For	For	For	For
Amcor plc	Yes	1h	Elect Director Jeremy Sutcliffe	For	For	For	For
Amcor plc	Yes	1i	Elect Director David Szczupak	For	For	For	For
Amcor plc	Yes	1j	Elect Director Philip Weaver	For	For	For	For
Amcor plc	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
Amcor plc	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Amcor plc	Yes	4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	One Year
KLA Corporation	Yes	1.1	Elect Director Edward Barnholt	For	For	For	For
KLA Corporation	Yes	1.2	Elect Director Robert Calderoni	For	For	For	For
KLA Corporation	Yes	1.3	Elect Director Jeneanne Hanley	For	For	For	For
KLA Corporation	Yes	1.4	Elect Director Emiko Higashi	For	For	For	For
KLA Corporation	Yes	1.5	Elect Director Kevin Kennedy	For	For	For	For
KLA Corporation	Yes	1.6	Elect Director Gary Moore	For	For	For	For
KLA Corporation	Yes	1.7	Elect Director Kiran Patel	For	For	For	For
KLA Corporation	Yes	1.8	Elect Director Victor Peng	For	For	For	For
KLA Corporation	Yes	1.9	Elect Director Robert Rango	For	For	For	For
KLA Corporation	Yes	1.10	Elect Director Richard Wallace	For	For	For	For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
KLA Corporation	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
KLA Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Lam Research Corporation	Yes	1.1	Elect Director Sohail U. Ahmed	For	For	For	For
Lam Research Corporation	Yes	1.2	Elect Director Timothy M. Archer	For	For	For	For
Lam Research Corporation	Yes	1.3	Elect Director Eric K. Brandt	For	For	For	For
Lam Research Corporation	Yes	1.4	Elect Director Michael R. Cannon	For	For	For	For
Lam Research Corporation	Yes	1.5	Elect Director Youssef A. El-Mansy	For	For	For	For
Lam Research Corporation	Yes	1.6	Elect Director Catherine P. Lego	For	For	For	For
Lam Research Corporation	Yes	1.7	Elect Director Bethany J. Mayer	For	For	For	For
Lam Research Corporation	Yes	1.8	Elect Director Abhijit Y. Talwalkar	For	For	For	For
Lam Research Corporation	Yes	1.9	Elect Director Lih Shyng (Rick L.) Tsai	For	For	For	For
Lam Research Corporation	Yes	1.10	Elect Director Leslie F. Varon	For	For	For	For
Lam Research Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Abstain	Abstain
Lam Research Corporation	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Cardinal Health, Inc.	Yes	1.1	Elect Director Colleen F. Arnold	For	For	For	For
Cardinal Health, Inc.	Yes	1.2	Elect Director Carrie S. Cox	For	For	For	For
Cardinal Health, Inc.	Yes	1.3	Elect Director Calvin Darden	For	For	For	For
Cardinal Health, Inc.	Yes	1.4	Elect Director Bruce L. Downey	For	For	For	For
Cardinal Health, Inc.	Yes	1.5	Elect Director Patricia A. Hemingway Hall	For	For	For	For
Cardinal Health, Inc.	Yes	1.6	Elect Director Akhil Johri	For	For	For	For
Cardinal Health, Inc.	Yes	1.7	Elect Director Michael C. Kaufmann	For	For	For	For
Cardinal Health, Inc.	Yes	1.8	Elect Director Gregory B. Kenny	For	For	For	For
Cardinal Health, Inc.	Yes	1.9	Elect Director Nancy Killefer	For	For	For	For
Cardinal Health, Inc.	Yes	1.10	Elect Director J. Michael Losh	For	For	For	For
Cardinal Health, Inc.	Yes	1.11	Elect Director Dean A. Scarborough	For	For	For	For
Cardinal Health, Inc.	Yes	1.12	Elect Director John H. Weiland	For	For	For	For
Cardinal Health, Inc.	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Cardinal Health, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1a	Elect Director William (Bill) P. Sullivan	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1b	Elect Director Tunc Doluca	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1c	Elect Director Tracy C. Accardi	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1d	Elect Director James R. Bergman	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1e	Elect Director Joseph R. Bronson	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1f	Elect Director Robert E. Grady	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1g	Elect Director Mercedes Johnson	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1h	Elect Director William D. Watkins	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1i	Elect Director MaryAnn Wright	For	For	For	For
Maxim Integrated Products, Inc.	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
Maxim Integrated Products, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Tapestry, Inc.	Yes	1A	Elect Director Darrell Cavens	For	For	For	For
Tapestry, Inc.	Yes	1B	Elect Director David Denton	For	For	For	For
Tapestry, Inc.	Yes	1C	Elect Director Anne Gates	For	For	For	For
Tapestry, Inc.	Yes	1D	Elect Director Andrea Guerra	For	For	For	For
Tapestry, Inc.	Yes	1E	Elect Director Susan Kropf	For	For	For	For
Tapestry, Inc.	Yes	1F	Elect Director Annabelle Yu Long	For	For	For	For
Tapestry, Inc.	Yes	1G	Elect Director Ivan Menezes	For	For	For	For
Tapestry, Inc.	Yes	1H	Elect Director Jide Zeitlin	For	For	For	For
Tapestry, Inc.	Yes	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
Tapestry, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Tapestry, Inc.	Yes	4	Amend Omnibus Stock Plan	For	For	For	For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Automatic Data Processing, Inc.	Yes	1a	Elect Director Peter Bisson	For	For	For	For
Automatic Data Processing, Inc.	Yes	1b	Elect Director Richard T. Clark	For	For	For	For
Automatic Data Processing, Inc.	Yes	1c	Elect Director R. Glenn Hubbard	For	For	For	For
Automatic Data Processing, Inc.	Yes	1d	Elect Director John P. Jones	For	For	For	For
Automatic Data Processing, Inc.	Yes	1e	Elect Director Francine S. Katsoudas	For	For	For	For
Automatic Data Processing, Inc.	Yes	1f	Elect Director Thomas J. Lynch	For	For	For	For
Automatic Data Processing, Inc.	Yes	1g	Elect Director Scott F. Powers	For	For	For	For
Automatic Data Processing, Inc.	Yes	1h	Elect Director William J. Ready	For	For	For	For
Automatic Data Processing, Inc.	Yes	1i	Elect Director Carlos A. Rodriguez	For	For	For	For
Automatic Data Processing, Inc.	Yes	1j	Elect Director Sandra S. Wijnberg	For	For	For	For
Automatic Data Processing, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Automatic Data Processing, Inc.	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1a	Elect Director Leslie A. Brun	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1b	Elect Director Pamela L. Carter	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1c	Elect Director Richard J. Daly	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1d	Elect Director Robert N. Duels	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1e	Elect Director Timothy C. Gokey	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1f	Elect Director Brett A. Keller	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1g	Elect Director Maura A. Markus	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1h	Elect Director Thomas J. Perna	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1i	Elect Director Alan J. Weber	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1j	Elect Director Amit K. Zavery	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
Fox Corporation	Yes	1a	Elect Director K. Rupert Murdoch	For	For	Against	Against
Fox Corporation	Yes	1b	Elect Director Lachlan K. Murdoch	For	For	For	For
Fox Corporation	Yes	1c	Elect Director Chase Carey	For	For	Against	Against
Fox Corporation	Yes	1d	Elect Director Anne Dias	For	For	For	For
Fox Corporation	Yes	1e	Elect Director Roland A. Hernandez	For	For	For	For
Fox Corporation	Yes	1f	Elect Director Jacques Nasser	For	For	For	For
Fox Corporation	Yes	1g	Elect Director Paul D. Ryan	For	For	For	For
Fox Corporation	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Fox Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Abstain	Abstain
Fox Corporation	Yes	4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	One Year
Jack Henry & Associates, Inc.	Yes	1.1	Elect Director Matthew C. Flanigan	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.2	Elect Director John F. Prim	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.3	Elect Director Thomas H. Wilson, Jr.	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.4	Elect Director Jacque R. Fiegel	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.5	Elect Director Thomas A. Wimsett	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.6	Elect Director Laura G. Kelly	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.7	Elect Director Shruti S. Miyashiro	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.8	Elect Director Wesley A. Brown	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.9	Elect Director David B. Foss	For	For	For	For
Jack Henry & Associates, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Jack Henry & Associates, Inc.	Yes	3	Ratify PricewaterhouseCoopers, LLP as Auditors	For	For	For	For
Western Digital Corporation	Yes	1a	Elect Director Kimberly E. Alexy	For	For	For	For
Western Digital Corporation	Yes	1b	Elect Director Martin I. Cole	For	For	For	For
Western Digital Corporation	Yes	1c	Elect Director Kathleen A. Cote	For	For	For	For
Western Digital Corporation	Yes	1d	Elect Director Tunc Doluca	For	For	For	For
Western Digital Corporation	Yes	1e	Elect Director Len J. Lauer	For	For	For	For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Western Digital Corporation	Yes	1f	Elect Director Matthew E. Massengill	For	For	For	For
Western Digital Corporation	Yes	1g	Elect Director Stephen D. Milligan	For	For	For	For
Western Digital Corporation	Yes	1h	Elect Director Stephanie A. Streefer	For	For	For	For
Western Digital Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Western Digital Corporation	Yes	3	Amend Omnibus Stock Plan	For	For	For	For
Western Digital Corporation	Yes	4	Ratify KPMG LLP as Auditors	For	For	For	For
Sysco Corporation	Yes	1a	Elect Director Thomas L. Bene	For	For	For	For
Sysco Corporation	Yes	1b	Elect Director Daniel J. Brutto	For	For	For	For
Sysco Corporation	Yes	1c	Elect Director John M. Cassaday	For	For	For	For
Sysco Corporation	Yes	1d	Elect Director Joshua D. Frank	For	For	For	For
Sysco Corporation	Yes	1e	Elect Director Larry C. Glasscock	For	For	For	For
Sysco Corporation	Yes	1f	Elect Director Bradley M. Halverson	For	For	For	For
Sysco Corporation	Yes	1g	Elect Director John M. Hinshaw	For	For	For	For
Sysco Corporation	Yes	1h	Elect Director Hans-Joachim Koerber	For	For	For	For
Sysco Corporation	Yes	1i	Elect Director Stephanie A. Lundquist	For	For	For	For
Sysco Corporation	Yes	1j	Elect Director Nancy S. Newcomb	For	For	For	For
Sysco Corporation	Yes	1k	Elect Director Nelson Peltz	For	For	For	For
Sysco Corporation	Yes	1l	Elect Director Edward D. Shirley	For	For	For	For
Sysco Corporation	Yes	1m	Elect Director Sheila G. Talton	For	For	For	For
Sysco Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Sysco Corporation	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Sysco Corporation	Yes	4	Require Independent Board Chairman	Against	Against	Against	Against
The Estee Lauder Companies Inc.	Yes	1.1	Elect Director Ronald S. Lauder	For	For	Withhold	Withhold
The Estee Lauder Companies Inc.	Yes	1.2	Elect Director William P. Lauder	For	Withhold	Withhold	Withhold
The Estee Lauder Companies Inc.	Yes	1.3	Elect Director Richard D. Parsons	For	Withhold	Withhold	Withhold
The Estee Lauder Companies Inc.	Yes	1.4	Elect Director Lynn Forester de Rothschild	For	For	Refer-Withhold	Withhold
The Estee Lauder Companies Inc.	Yes	1.5	Elect Director Jennifer Tejada	For	For	For	For
The Estee Lauder Companies Inc.	Yes	1.6	Elect Director Richard F. Zannino	For	For	For	For
The Estee Lauder Companies Inc.	Yes	2	Ratify KPMG LLP as Auditors	For	For	For	For
The Estee Lauder Companies Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
The Estee Lauder Companies Inc.	Yes	4	Amend Omnibus Stock Plan	For	Against	For	For
Oracle Corporation	Yes	1.1	Elect Director Jeffrey S. Berg	For	Withhold	Withhold	Withhold
Oracle Corporation	Yes	1.2	Elect Director Michael J. Boskin	For	For	Withhold	Withhold
Oracle Corporation	Yes	1.3	Elect Director Safra A. Catz	For	For	For	For
Oracle Corporation	Yes	1.4	Elect Director Bruce R. Chizen	For	Withhold	Withhold	Withhold
Oracle Corporation	Yes	1.5	Elect Director George H. Conrades	For	Withhold	For	For
Oracle Corporation	Yes	1.6	Elect Director Lawrence J. Ellison	For	For	For	For
Oracle Corporation	Yes	1.7	Elect Director Rona A. Fairhead	For	For	For	For
Oracle Corporation	No	1.8	Elect Director Hector Garcia-Molina *Withdrawn Resolution*				
Oracle Corporation	Yes	1.9	Elect Director Jeffrey O. Henley	For	For	For	For
Oracle Corporation	No	1.10	Elect Director Mark V. Hurd - Deceased				
Oracle Corporation	Yes	1.11	Elect Director Renee J. James	For	For	For	For
Oracle Corporation	Yes	1.12	Elect Director Charles W. Moorman, IV	For	Withhold	For	For
Oracle Corporation	Yes	1.13	Elect Director Leon E. Panetta	For	Withhold	For	For
Oracle Corporation	Yes	1.14	Elect Director William G. Parrett	For	For	For	For
Oracle Corporation	Yes	1.15	Elect Director Naomi O. Seligman	For	Withhold	For	For
Oracle Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	Against
Oracle Corporation	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Oracle Corporation	Yes	4	Report on Gender Pay Gap	Against	For	Abstain	Abstain
Oracle Corporation	Yes	5	Require Independent Board Chairman	Against	For	For	For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Campbell Soup Company	Yes	1.1	Elect Director Fabiola R. Arredondo	For	For	For	For
Campbell Soup Company	Yes	1.2	Elect Director Howard M. Averill	For	For	For	For
Campbell Soup Company	Yes	1.3	Elect Director John P. (JP) Bilbrey	For	For	For	For
Campbell Soup Company	Yes	1.4	Elect Director Mark A. Clouse	For	For	For	For
Campbell Soup Company	Yes	1.5	Elect Director Bennett Dorrance	For	For	For	For
Campbell Soup Company	Yes	1.6	Elect Director Maria Teresa (Tessa) Hilado	For	For	For	For
Campbell Soup Company	Yes	1.7	Elect Director Sarah Hofstetter	For	For	For	For
Campbell Soup Company	Yes	1.8	Elect Director Marc B. Lautenbach	For	For	For	For
Campbell Soup Company	Yes	1.9	Elect Director Mary Alice Dorrance Malone	For	For	For	For
Campbell Soup Company	Yes	1.10	Elect Director Keith R. McLoughlin	For	For	For	For
Campbell Soup Company	Yes	1.11	Elect Director Kurt T. Schmidt	For	For	For	For
Campbell Soup Company	Yes	1.12	Elect Director Archbold D. van Beuren	For	For	For	For
Campbell Soup Company	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
Campbell Soup Company	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
News Corporation	Yes	1a	Elect Director K. Rupert Murdoch	For	Against	Against	Against
News Corporation	Yes	1b	Elect Director Lachlan K. Murdoch	For	Against	Against	Against
News Corporation	Yes	1c	Elect Director Robert J. Thomson	For	Against	For	For
News Corporation	Yes	1d	Elect Director Kelly Ayotte	For	Against	For	For
News Corporation	Yes	1e	Elect Director Jose Maria Aznar	For	Against	Refer-Against	Against
News Corporation	Yes	1f	Elect Director Natalie Bancroft	For	Against	For	For
News Corporation	Yes	1g	Elect Director Peter L. Barnes	For	Against	Refer-Against	Against
News Corporation	Yes	1h	Elect Director Joel I. Klein	For	Against	Against	Against
News Corporation	Yes	1i	Elect Director James R. Murdoch	For	Against	Against	Against
News Corporation	Yes	1j	Elect Director Ana Paula Pessoa	For	Against	For	For
News Corporation	Yes	1k	Elect Director Masroor Siddiqui	For	Against	For	For
News Corporation	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
News Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
News Corporation	Yes	4	Amend Omnibus Stock Plan	For	For	For	For
The Clorox Company	Yes	1.1	Elect Director Amy Banse	For	For	For	For
The Clorox Company	Yes	1.2	Elect Director Richard H. Carmona	For	For	For	For
The Clorox Company	Yes	1.3	Elect Director Benno Dorer	For	For	For	For
The Clorox Company	Yes	1.4	Elect Director Spencer C. Fleischer	For	For	For	For
The Clorox Company	Yes	1.5	Elect Director Esther Lee	For	For	For	For
The Clorox Company	Yes	1.6	Elect Director A.D. David Mackay	For	For	For	For
The Clorox Company	Yes	1.7	Elect Director Robert W. Matschullat	For	For	For	For
The Clorox Company	Yes	1.8	Elect Director Matthew J. Shattock	For	For	For	For
The Clorox Company	Yes	1.9	Elect Director Pamela Thomas-Graham	For	For	For	For
The Clorox Company	Yes	1.10	Elect Director Russell J. Weiner	For	For	For	For
The Clorox Company	Yes	1.11	Elect Director Christopher J. Williams	For	For	For	For
The Clorox Company	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
The Clorox Company	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For	For	For
The Clorox Company	Yes	4	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	For	For	For	For
ResMed Inc.	Yes	1a	Elect Director Carol Burt	For	For	For	For
ResMed Inc.	Yes	1b	Elect Director Jan De Witte	For	For	For	For
ResMed Inc.	Yes	1c	Elect Director Rich Sulpizio	For	For	For	For
ResMed Inc.	Yes	2	Ratify KPMG LLP as Auditors	For	For	For	For
ResMed Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Expedia Group, Inc.	Yes	1a	Elect Director Samuel Altman	For	For	For	For
Expedia Group, Inc.	Yes	1b	Elect Director Susan C. Athey	For	For	For	For

SSgA Proxy Voting Comparison Summary
July 1 to December 31, 2019

B.3.b.1.a.

Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Expedia Group, Inc.	Yes	1c	Elect Director A. George 'Skip' Battle	For	For	Refer-Withhold	Withhold
Expedia Group, Inc.	Yes	1d	Elect Director Chelsea Clinton	For	For	For	For
Expedia Group, Inc.	Yes	1e	Elect Director Barry Diller	For	Withhold	Withhold	Withhold
Expedia Group, Inc.	Yes	1f	Elect Director Craig A. Jacobson	For	For	For	For
Expedia Group, Inc.	Yes	1g	Elect Director Victor A. Kaufman	For	Withhold	Withhold	Withhold
Expedia Group, Inc.	Yes	1h	Elect Director Peter M. Kern	For	Withhold	Withhold	Withhold
Expedia Group, Inc.	Yes	1i	Elect Director Dara Khosrowshahi	For	Withhold	Withhold	Withhold
Expedia Group, Inc.	Yes	1j	Elect Director Mark D. Okerstrom	For	Withhold	For	For
Expedia Group, Inc.	Yes	1k	Elect Director Alexander von Furstenberg	For	Withhold	Withhold	Withhold
Expedia Group, Inc.	Yes	1l	Elect Director Julie Whalen	For	For	For	For
Expedia Group, Inc.	Yes	2a	Approve Securities Transfer Restrictions	For	For	For	For
Expedia Group, Inc.	Yes	2b	Approve Change-of-Control Clause	For	For	For	For
Expedia Group, Inc.	Yes	3	Ratify Ernst & Young as Auditors	For	For	For	For
Microsoft Corporation	Yes	1.1	Elect Director William H. Gates, III	For	For	For	For
Microsoft Corporation	Yes	1.2	Elect Director Reid G. Hoffman	For	For	For	For
Microsoft Corporation	Yes	1.3	Elect Director Hugh F. Johnston	For	For	For	For
Microsoft Corporation	Yes	1.4	Elect Director Teri L. List-Stoll	For	For	For	For
Microsoft Corporation	Yes	1.5	Elect Director Satya Nadella	For	For	For	For
Microsoft Corporation	Yes	1.6	Elect Director Sandra E. Peterson	For	For	For	For
Microsoft Corporation	Yes	1.7	Elect Director Penny S. Pritzker	For	For	For	For
Microsoft Corporation	Yes	1.8	Elect Director Charles W. Scharf	For	For	For	For
Microsoft Corporation	Yes	1.9	Elect Director Arne M. Sorenson	For	For	For	For
Microsoft Corporation	Yes	1.10	Elect Director John W. Stanton	For	For	For	For
Microsoft Corporation	Yes	1.11	Elect Director John W. Thompson	For	For	For	For
Microsoft Corporation	Yes	1.12	Elect Director Emma N. Walmsley	For	For	For	For
Microsoft Corporation	Yes	1.13	Elect Director Padmasree Warrior	For	For	For	For
Microsoft Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	For	For
Microsoft Corporation	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
Microsoft Corporation	Yes	4	Report on Employee Representation on the Board of Directors	Against	Against	Against	Against
Microsoft Corporation	Yes	5	Report on Gender Pay Gap	Against	For	Against	Against
Copart, Inc.	Yes	1.1	Elect Director Willis J. Johnson	For	For	For	For
Copart, Inc.	Yes	1.2	Elect Director A. Jayson Adair	For	For	For	For
Copart, Inc.	Yes	1.3	Elect Director Matt Blunt	For	For	For	For
Copart, Inc.	Yes	1.4	Elect Director Steven D. Cohan	For	For	For	For
Copart, Inc.	Yes	1.5	Elect Director Daniel J. Englander	For	For	For	For
Copart, Inc.	Yes	1.6	Elect Director James E. Meeks	For	For	For	For
Copart, Inc.	Yes	1.7	Elect Director Thomas N. Tryforos	For	For	For	For
Copart, Inc.	Yes	1.8	Elect Director Diane M. Morefield	For	For	For	For
Copart, Inc.	Yes	1.9	Elect Director Stephen Fisher	For	For	For	For
Copart, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Copart, Inc.	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Medtronic plc	Yes	1a	Elect Director Richard H. Anderson	For	For	For	For
Medtronic plc	Yes	1b	Elect Director Craig Arnold	For	For	For	For
Medtronic plc	Yes	1c	Elect Director Scott C. Donnelly	For	For	For	For
Medtronic plc	Yes	1d	Elect Director Andrea J. Goldsmith	For	For	For	For
Medtronic plc	Yes	1e	Elect Director Randall J. Hogan, III	For	For	For	For
Medtronic plc	Yes	1f	Elect Director Omar Ishrak	For	For	For	For
Medtronic plc	Yes	1g	Elect Director Michael O. Leavitt	For	For	For	For
Medtronic plc	Yes	1h	Elect Director James T. Lenehan	For	For	For	For
Medtronic plc	Yes	1i	Elect Director Geoffrey S. Martha	For	For	For	For

SSgA Proxy Voting Comparison Summary
July 1 to December 31, 2019

B.3.b.1.a.

Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Medtronic plc	Yes	1j	Elect Director Elizabeth G. Nabel	For	For	For	For
Medtronic plc	Yes	1k	Elect Director Denise M. O'Leary	For	For	For	For
Medtronic plc	Yes	1l	Elect Director Kendall J. Powell	For	For	For	For
Medtronic plc	Yes	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	For
Medtronic plc	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Medtronic plc	Yes	4	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	For	For
Medtronic plc	Yes	5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	For	For	For
Medtronic plc	Yes	6	Authorize Overseas Market Purchases of Ordinary Shares	For	For	For	For
Cisco Systems, Inc.	Yes	1a	Elect Director M. Michele Burns	For	For	For	For
Cisco Systems, Inc.	Yes	1b	Elect Director Wesley G. Bush	For	For	For	For
Cisco Systems, Inc.	Yes	1c	Elect Director Michael D. Capellas	For	For	For	For
Cisco Systems, Inc.	Yes	1d	Elect Director Mark Garrett	For	For	For	For
Cisco Systems, Inc.	Yes	1e	Elect Director Kristina M. Johnson	For	For	For	For
Cisco Systems, Inc.	Yes	1f	Elect Director Roderick C. McGeary	For	For	For	For
Cisco Systems, Inc.	Yes	1g	Elect Director Charles H. Robbins	For	For	For	For
Cisco Systems, Inc.	Yes	1h	Elect Director Arun Sarin	For	For	For	For
Cisco Systems, Inc.	Yes	1i	Elect Director Brenton L. Saunders	For	For	For	For
Cisco Systems, Inc.	Yes	1j	Elect Director Carol B. Tome	For	For	For	For
Cisco Systems, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Cisco Systems, Inc.	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
Cisco Systems, Inc.	Yes	4	Require Independent Board Chairman	Against	Against	Against	Against
AutoZone, Inc.	Yes	1.1	Elect Director Douglas H. Brooks	For	For	For	For
AutoZone, Inc.	Yes	1.2	Elect Director Linda A. Goodspeed	For	For	For	For
AutoZone, Inc.	Yes	1.3	Elect Director Earl G. Graves, Jr.	For	For	For	For
AutoZone, Inc.	Yes	1.4	Elect Director Enderson Guimaraes	For	For	For	For
AutoZone, Inc.	Yes	1.5	Elect Director Michael M. Calbert	For	For	For	For
AutoZone, Inc.	Yes	1.6	Elect Director D. Bryan Jordan	For	For	For	For
AutoZone, Inc.	Yes	1.7	Elect Director Gale V. King	For	For	For	For
AutoZone, Inc.	Yes	1.8	Elect Director George R. Mrkonic, Jr.	For	For	For	For
AutoZone, Inc.	Yes	1.9	Elect Director William C. Rhodes, III	For	For	For	For
AutoZone, Inc.	Yes	1.10	Elect Director Jill A. Soltau	For	For	For	For
AutoZone, Inc.	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
AutoZone, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
NortonLifeLock Inc.	Yes	1a	Elect Director Sue Barsamian	For	For	For	For
NortonLifeLock Inc.	Yes	1b	Elect Director Frank E. Dangeard	For	For	For	For
NortonLifeLock Inc.	Yes	1c	Elect Director Nora M. Denzel	For	For	For	For
NortonLifeLock Inc.	Yes	1d	Elect Director Peter A. Feld	For	For	For	For
NortonLifeLock Inc.	Yes	1e	Elect Director Kenneth Y. Hao	For	For	For	For
NortonLifeLock Inc.	Yes	1f	Elect Director David W. Humphrey	For	For	For	For
NortonLifeLock Inc.	Yes	1g	Elect Director Vincent Pilette	For	For	For	For
NortonLifeLock Inc.	Yes	1h	Elect Director V. Paul Unruh	For	For	For	For
NortonLifeLock Inc.	Yes	2	Ratify KPMG LLP as Auditors	For	For	For	For
NortonLifeLock Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Abstain	Abstain
NortonLifeLock Inc.	Yes	4	Require Independent Board Chairman	Against	For	Abstain	Abstain
Occidental Petroleum Corporation	Yes	1	Revoke Consent to Request to Fix a Record Date	For	Do Not Vote	For	For
Occidental Petroleum Corporation	Yes	1	Consent to Request to Fix a Record Date	For	For	Do Not Vote	Do Not Vote

B.3.b.1.a.

TIMESSQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Diploma Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Diploma Plc	2	Approve Final Dividend	Yes	For	For		For
Diploma Plc	3	Re-elect John Nicholas as Director	Yes	For	For		For
Diploma Plc	4	Re-elect Nigel Lingwood as Director	Yes	For	For		For
Diploma Plc	5	Re-elect Charles Packshaw as Director	Yes	For	For		For
Diploma Plc	6	Re-elect Andy Smith as Director	Yes	For	For		For
Diploma Plc	7	Re-elect Anne Thorburn as Director	Yes	For	For		For
Diploma Plc	8	Reappoint PricewaterhouseCoopers LLP as Auditors	Yes	For	For		For
Diploma Plc	9	Authorise Board to Fix Remuneration of Auditors	Yes	For	For		For
Diploma Plc	10	Approve Remuneration Report	Yes	For	For		For
Diploma Plc	11	Authorise Issue of Equity with Pre-emptive Rights	Yes	For	For		For
Diploma Plc	12	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Diploma Plc	13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Yes	For	For		For
Diploma Plc	14	Authorise Market Purchase of Ordinary Shares	Yes	For	For		For
Diploma Plc	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
UDG Healthcare Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
UDG Healthcare Plc	2	Approve Final Dividend	Yes	For	For		For
UDG Healthcare Plc	3	Approve Remuneration Report	Yes	For	For		For
UDG Healthcare Plc	4a	Re-elect Chris Brinsmead as Director	Yes	For	For		For
UDG Healthcare Plc	4b	Elect Nigel Clerkin as Director	Yes	For	For		For
UDG Healthcare Plc	4c	Re-elect Chris Corbin as Director	Yes	For	For		For
UDG Healthcare Plc	4d	Re-elect Peter Gray as Director	Yes	For	For		For
UDG Healthcare Plc	4e	Re-elect Myles Lee as Director	Yes	For	For		For
UDG Healthcare Plc	4f	Re-elect Brendan McAtamney as Director	Yes	For	For		For
UDG Healthcare Plc	4g	Re-elect Nancy Miller-Rich as Director	Yes	For	For		For
UDG Healthcare Plc	4h	Re-elect Lisa Ricciardi as Director	Yes	For	For		For
UDG Healthcare Plc	4i	Elect Erik Van Snippenberg as Director	Yes	For	For		For
UDG Healthcare Plc	4j	Re-elect Linda Wilding as Director	Yes	For	For		For
UDG Healthcare Plc	5	Authorise Board to Fix Remuneration of Auditors	Yes	For	For		For
UDG Healthcare Plc	6	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
UDG Healthcare Plc	7	Authorise Issue of Equity with Pre-emptive Rights	Yes	For	For		For
UDG Healthcare Plc	8	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
UDG Healthcare Plc	9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Yes	For	For		For
UDG Healthcare Plc	10	Authorise Market Purchase of Shares	Yes	For	For		For

B.3.b.1.a.

TIMESQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
UDG Healthcare Plc	11	Fix the Maximum and Minimum Prices at Which Treasury Shares May Be Re-issued Off-market	Yes	For	For		For
UDG Healthcare Plc	12	Approve Performance Share Plan	Yes	For	For		For
UDG Healthcare Plc	13	Approve Share Option Plan	Yes	For	For		For
Modern Times Group MTG AB	1	Open Meeting	No				
Modern Times Group MTG AB	2	Elect Chairman of Meeting	Yes	For	For		For
Modern Times Group MTG AB	3	Prepare and Approve List of Shareholders	Yes	For	For		For
Modern Times Group MTG AB	4	Approve Agenda of Meeting	Yes	For	For		For
Modern Times Group MTG AB	5	Designate Inspector(s) of Minutes of Meeting	Yes	For	For		For
Modern Times Group MTG AB	6	Acknowledge Proper Convening of Meeting	Yes	For	For		For
Modern Times Group MTG AB	7	Approve Spin-Off of Nordic Entertainment Group AB and Distribution of Shares to Shareholders	Yes	For	For		For
Modern Times Group MTG AB	8	Approve Issuance of Class B Shares up to 20 Per Cent of Total Issued B Shares without Preemptive Rights	Yes	For	Against		For
Modern Times Group MTG AB	9	Close Meeting	No				
Stabilus S.A.	1	Receive Management Board Report on Financial Statements and Statutory Reports (Non-Voting)	No				
Stabilus S.A.	2	Receive Supervisory Board Report on Financial Statements and Statutory Reports (Non-Voting)	No				
Stabilus S.A.	3	Receive Auditor's Reports	No				
Stabilus S.A.	4	Approve Financial Statements	Yes	For	For		For
Stabilus S.A.	5	Approve Allocation of Income	Yes	For	For		For
Stabilus S.A.	6	Approve Consolidated Financial Statements and Statutory Reports	Yes	For	For		For
Stabilus S.A.	7	Approve Discharge of Dietmar Siemssen as Management Board Member	Yes	For	For		For
Stabilus S.A.	8	Approve Discharge of Mark Wilhelms as Management Board Member	Yes	For	For		For
Stabilus S.A.	9	Approve Discharge of Andreas Sievers as Management Board Member	Yes	For	For		For
Stabilus S.A.	10	Approve Discharge of Andreas Schröder as Management Board Member	Yes	For	For		For
Stabilus S.A.	11	Approve Discharge of Stephan Kessel as Management Board Member	Yes	For	For		For
Stabilus S.A.	12	Approve Discharge of Markus Schädlich as Management Board Member	Yes	For	For		For
Stabilus S.A.	13	Approve Discharge of Udo Stark as Supervisory Board Member	Yes	For	For		For
Stabilus S.A.	14	Approve Discharge of Stephan Kessel as Supervisory Board Member	Yes	For	For		For

B.3.b.1.a.

TIMESQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Stabilus S.A.	15	Approve Discharge of Joachim Rauhut as Supervisory Board Member	Yes	For	For		For
Stabilus S.A.	16	Approve Discharge of Ralf-Michael Fuchs as Supervisory Board Member	Yes	For	For		For
Stabilus S.A.	17	Approve Discharge of Dirk Linzmeier as Supervisory Board Member	Yes	For	For		For
Stabilus S.A.	18	Elect Udo Stark as a Supervisory Board Member	Yes	For	For		For
Stabilus S.A.	19	Renew Appointment of KPMG as Auditor	Yes	For	For		For
Stabilus S.A.	20	Approve Remuneration Policy	Yes	For	For		For
Stabilus S.A.	21	Amend Term of Office of the Management Board Members and Amend Article 11.2 of the Articles of Association	Yes	For	For		Against
Stabilus S.A.	22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Yes	For	For		For
Stabilus S.A.	23	Approve Full Restatement of the Articles of Incorporation	Yes	For	For		For
Daetwyler Holding AG	1.1	Accept Financial Statements and Statutory Reports	Yes	For	For		Do Not Vote
Daetwyler Holding AG	1.2	Approve Remuneration Report (Non-Binding)	Yes	For	Against		Do Not Vote
Daetwyler Holding AG	2	Approve Allocation of Income and Dividends of CHF 0.60 per Registered Share and CHF 3.00 per Bearer Share	Yes	For	For		Do Not Vote
Daetwyler Holding AG	3	Approve Discharge of Board and Senior Management	Yes	For	For		Do Not Vote
Daetwyler Holding AG	4.1.1	Nominate Juerg Fedier as Candidate at the Special Meeting of Holders of Bearer Shares	Yes	For	For		Do Not Vote
Daetwyler Holding AG	4.1.2	Nominate Jens Breu as Candidate at the Special Meeting of Holders of Bearer Shares	Yes	For	For		Do Not Vote
Daetwyler Holding AG	4.1.3	Reelect Paul Haelg as Director and Chairman	Yes	For	Against		Do Not Vote
Daetwyler Holding AG	4.1.4	Reelect Hanspeter Faessler as Director	Yes	For	Against		Do Not Vote
Daetwyler Holding AG	4.1.5	Reelect Claude Cornaz as Director	Yes	For	Against		Do Not Vote
Daetwyler Holding AG	4.1.6	Reelect Gabi Huber as Director	Yes	For	Against		Do Not Vote
Daetwyler Holding AG	4.1.7	Reelect Hanno Ulmer as Director	Yes	For	Against		Do Not Vote
Daetwyler Holding AG	4.1.8	Elect Zhiqiang Zhang as Director	Yes	For	Against		Do Not Vote
Daetwyler Holding AG	4.1.9	Reelect Juerg Fedier as Director Representing Bearer Shareholders at the Special Meeting of Holders of Bearer Shares	Yes	For	For		Do Not Vote
Daetwyler Holding AG	4.1.a	Elect Jens Breu as Director Representing Bearer Shareholders at the Special Meeting of Holders of Bearer Shares	Yes	For	For		Do Not Vote
Daetwyler Holding AG	4.2.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	Yes	For	Against		Do Not Vote
Daetwyler Holding AG	4.2.2	Reappoint Gabi Huber as Member of the Nomination and Compensation Committee	Yes	For	Against		Do Not Vote

B.3.b.1.a.

TIMESSQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Daetwyler Holding AG	4.2.3	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	Yes	For	Against		Do Not Vote
Daetwyler Holding AG	4.3	Ratify KPMG as Auditors	Yes	For	For		Do Not Vote
Daetwyler Holding AG	4.4	Designate Remo Baumann as Independent Proxy	Yes	For	For		Do Not Vote
Daetwyler Holding AG	5.1	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Yes	For	For		Do Not Vote
Daetwyler Holding AG	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Yes	For	Against		Do Not Vote
Daetwyler Holding AG	6	Transact Other Business (Voting)	Yes	For	Against		Do Not Vote
Palfinger AG	1	Receive Financial Statements and Statutory Reports (Non-Voting)	No				
Palfinger AG	2	Approve Allocation of Income and Dividends of EUR 0.51 per Share	Yes	For	For		Do Not Vote
Palfinger AG	3	Approve Discharge of Management Board for Fiscal 2018	Yes	For	For		Do Not Vote
Palfinger AG	4	Approve Discharge of Supervisory Board for Fiscal 2018	Yes	For	For		Do Not Vote
Palfinger AG	5	Ratify Ernst & Young as Auditors for Fiscal 2019	Yes	For	For		Do Not Vote
Palfinger AG	6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Yes	For	Against		Do Not Vote
Horiba, Ltd.	1.1	Elect Director Horiba, Atsushi	Yes	For	For		For
Horiba, Ltd.	1.2	Elect Director Saito, Juichi	Yes	For	For		For
Horiba, Ltd.	1.3	Elect Director Adachi, Masayuki	Yes	For	For		For
Horiba, Ltd.	1.4	Elect Director Okawa, Masao	Yes	For	For		For
Horiba, Ltd.	1.5	Elect Director Nagano, Takashi	Yes	For	For		For
Horiba, Ltd.	1.6	Elect Director Sugita, Masahiro	Yes	For	For		For
Horiba, Ltd.	1.7	Elect Director Higashifushimi, Jiko	Yes	For	For		For
Horiba, Ltd.	1.8	Elect Director Takeuchi, Sawako	Yes	For	For		For
Nabtesco Corp.	1	Approve Allocation of Income, with a Final Dividend of JPY 37	Yes	For	For		For
Nabtesco Corp.	2.1	Elect Director Teramoto, Katsuhiko	Yes	For	For		For
Nabtesco Corp.	2.2	Elect Director Juman, Shinji	Yes	For	For		For
Nabtesco Corp.	2.3	Elect Director Hakoda, Daisuke	Yes	For	For		For
Nabtesco Corp.	2.4	Elect Director Hashimoto, Goro	Yes	For	For		For
Nabtesco Corp.	2.5	Elect Director Akita, Toshiaki	Yes	For	For		For
Nabtesco Corp.	2.6	Elect Director Naoki, Shigeru	Yes	For	For		For
Nabtesco Corp.	2.7	Elect Director Kimura, Kazumasa	Yes	For	For		For
Nabtesco Corp.	2.8	Elect Director Fujiwara, Yutaka	Yes	For	For		For
Nabtesco Corp.	2.9	Elect Director Uchida, Norio	Yes	For	For		For
Nabtesco Corp.	2.10	Elect Director Yamazaki, Naoko	Yes	For	For		For
Nabtesco Corp.	3.1	Appoint Statutory Auditor Kikuchi, Kenichi	Yes	For	For		For
Nabtesco Corp.	3.2	Appoint Statutory Auditor Hirai, Tetsuro	Yes	For	For		For

B.3.b.1.a.

TIMESSQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Regional SAB de CV	1.a	Approve CEO's Report, Including Financial Statements and Statutory Reports	Yes	For	For		For
Regional SAB de CV	1.b	Approve Board's Report	Yes	For	For		For
Regional SAB de CV	1.c	Approve Audit and Corporate Practices Committee's Report Including Board's Opinion on CEO's Report	Yes	For	For		For
Regional SAB de CV	2.a	Approve Allocation of Income	Yes	For	For		For
Regional SAB de CV	2.b	Approve Cash Dividends	Yes	For	For		For
Regional SAB de CV	2.c	Set Maximum Amount of Share Repurchase Reserve	Yes	For	For		For
Regional SAB de CV	2.d	Present Report on Share Repurchase	Yes	For	For		For
Regional SAB de CV	3.a	Approve Discharge of Board of Directors	Yes	For	For		For
Regional SAB de CV	3.b	Elect or Ratify Directors; Qualify Independent Directors; Elect Chairman and Secretary of Board of Directors	Yes	For	For		For
Regional SAB de CV	3.c	Elect or Ratify Members and Chairman of Audit and Corporate Practices Committees	Yes	For	For		For
Regional SAB de CV	3.d	Approve Remuneration	Yes	For	For		For
Regional SAB de CV	4	Authorize Board to Ratify and Execute Approved Resolutions	Yes	For	For		For
Regional SAB de CV	5	Approve Minutes of Meeting	Yes	For	For		For
Regional SAB de CV	1	Amend Articles	Yes	For	For		For
Regional SAB de CV	2	Authorize Board to Ratify and Execute Approved Resolutions	Yes	For	For		For
Regional SAB de CV	3	Approve Minutes of Meeting	Yes	For	For		For
SimCorp A/S	1	Receive Report of Board	No				
SimCorp A/S	2	Accept Financial Statements and Statutory Reports	Yes	For	For		For
SimCorp A/S	3	Approve Allocation of Income	Yes	For	For		For
SimCorp A/S	4a	Elect Peter Schutze (Chair) as Director	Yes	For	For		For
SimCorp A/S	4b	Elect Morten Hubbe (Vice Chair) as Director	Yes	For	For		For
SimCorp A/S	4c	Reelect Herve Couturier as Director	Yes	For	For		For
SimCorp A/S	4d	Reelect Simon Jeffreys as Director	Yes	For	For		For
SimCorp A/S	4e	Reelect Adam Warby as Director	Yes	For	For		For
SimCorp A/S	4f	Reelect Joan Binstock as Director	Yes	For	For		For
SimCorp A/S	5	Ratify PricewaterhouseCoopers as Auditors	Yes	For	For		For
SimCorp A/S	6a	Approve Remuneration of Directors	Yes	For	For		For
SimCorp A/S	6b	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Yes	For	For		For
SimCorp A/S	6c	Authorize Share Repurchase Program	Yes	For	For		For
SimCorp A/S	7	Other Business	No				
Topdanmark A/S	1	Receive Report of Board	No				
Topdanmark A/S	2	Receive Financial Statements and Statutory Reports	No				

B.3.b.1.a.

TIMESQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Topdanmark A/S	3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of DKK 15.00 Per Share	Yes	For	For		For
Topdanmark A/S	4a1	Amend Articles Re: In addition to Danish, the Topdanmark Group also has English as Corporate Language	Yes	For	For		For
Topdanmark A/S	4a2	Amend Articles Re: Power of Representation	Yes	For	For		For
Topdanmark A/S	4a3	Amend Articles Re: Editorial Changes	Yes	For	For		For
Topdanmark A/S	4b	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Yes	For	For		For
Topdanmark A/S	4c	Approve Remuneration of Directors	Yes	For	For		For
Topdanmark A/S	5	Instruct Board to Annually Publish Statement for the Exercise of Active Ownership in Coal, Oil and Gas Companies; Dispose Shares in Coal, Oil and Gas Companies where Active Ownership does Not Lead to Fulfillment of the Paris Agreement	Yes	Against	Against		Against
Topdanmark A/S	6a	Elect Anne Louise Eberhard as Director	Yes	For	For		For
Topdanmark A/S	6b	Elect Cristina Lage as Director	Yes	For	For		For
Topdanmark A/S	6c	Elect Petri Niemisvirta as Director	Yes	For	For		For
Topdanmark A/S	6d	Elect Morten Thorsrud as Director	Yes	For	Abstain		For
Topdanmark A/S	6e	Elect Ricard Wennerklint as Director	Yes	For	Abstain		For
Topdanmark A/S	6f	Elect Jens Aalose as Director	Yes	For	For		For
Topdanmark A/S	7	Ratify Ernst & Young as Auditors	Yes	For	For		For
Topdanmark A/S	8	Other Business	No				
Ascom Holding AG	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Ascom Holding AG	2	Accept Consolidated Financial Statements and Statutory Reports	Yes	For	For		For
Ascom Holding AG	3	Approve Remuneration Report	Yes	For	For		For
Ascom Holding AG	4	Approve Allocation of Income and Dividends of CHF 0.45 per Share	Yes	For	For		For
Ascom Holding AG	5	Approve Discharge of Board and Senior Management	Yes	For	For		For
Ascom Holding AG	6.1.1	Reelect Valentin Rueda as Director	Yes	For	For		For
Ascom Holding AG	6.1.2	Reelect Harald Deutsch as Director	Yes	For	For		For
Ascom Holding AG	6.1.3	Reelect Juerg Fedier as Director	Yes	For	For		For
Ascom Holding AG	6.1.4	Reelect Christina Stercken as Director	Yes	For	For		For
Ascom Holding AG	6.1.5	Reelect Andreas Umbach as Director	Yes	For	For		For
Ascom Holding AG	6.1.6	Elect Jeannine Pilloud as Director	Yes	For	For		For
Ascom Holding AG	6.2	Elect Jeannine Pilloud as Board Chairman	Yes	For	For		For
Ascom Holding AG	6.3.1	Reappoint Valentin Rueda as Member of the Compensation Committee	Yes	For	For		For

B.3.b.1.a.

TIMESSQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Ascom Holding AG	6.3.2	Reappoint Harald Deutsch as Member of the Compensation Committee	Yes	For	For		For
Ascom Holding AG	6.4	Ratify PricewaterhouseCoopers AG as Auditors	Yes	For	For		For
Ascom Holding AG	6.5	Designate Franz Mueller as Independent Proxy	Yes	For	For		For
Ascom Holding AG	7.1	Approve Remuneration of Directors in the Amount of CHF 700,000	Yes	For	For		For
Ascom Holding AG	7.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.1 Million	Yes	For	For		For
Ascom Holding AG	7.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.7 Million	Yes	For	For		For
Ascom Holding AG	7.2.3	Approve Long-Term Incentive Remuneration of Executive Committee in the Amount of CHF 850,000	Yes	For	For		For
Ascom Holding AG	8	Transact Other Business (Voting)	Yes	For	Against		For
FinecoBank SpA	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
FinecoBank SpA	2	Approve Allocation of Income	Yes	For	For		For
FinecoBank SpA	3	Approve Remuneration Policy	Yes	For	For		For
FinecoBank SpA	4	Approve Severance Payments Policy	Yes	For	For		For
FinecoBank SpA	5	Approve 2019 Incentive System for Employees	Yes	For	For		For
FinecoBank SpA	6	Approve 2019 Incentive System for Personal Financial Advisors	Yes	For	For		For
FinecoBank SpA	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2019 PFA System	Yes	For	For		For
FinecoBank SpA	1	Authorize Board to Increase Capital to Service 2019 Incentive System	Yes	For	For		For
FinecoBank SpA	2	Authorize Board to Increase Capital to Service 2018 Incentive System	Yes	For	For		For
FinecoBank SpA	3	Authorize Board to Increase Capital to Service 2014 Incentive System	Yes	For	For		For
FinecoBank SpA	4	Authorize Board to Increase Capital to Service 2014-2017 Multi Year Plan Top Management	Yes	For	Against		For
FinecoBank SpA	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Yes	None	Against		Against
Viscofan SA	1	Approve Consolidated and Standalone Financial Statements	Yes	For	For		For
Viscofan SA	2	Approve Consolidated and Standalone Management Reports, and Non-Financial Information Report	Yes	For	For		For
Viscofan SA	3	Approve Discharge of Board	Yes	For	For		For
Viscofan SA	4	Approve Allocation of Income and Dividends	Yes	For	For		For
Viscofan SA	5	Reelect Jose Domingo de Ampuero y Osma as Director	Yes	For	Against		For
Viscofan SA	6	Reelect Juan March de la Lastra as Director	Yes	For	Against		For

B.3.b.1.a.

TIMESSQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Viscofan SA	7	Authorize Board to Ratify and Execute Approved Resolutions	Yes	For	For		For
Viscofan SA	8	Advisory Vote on Remuneration Report	Yes	For	For		For
AirAsia Group Bhd.	1	Approve Disposal by AAGB of Entire Equity Interest in Merah Aviation Entities to AS Air Lease Holdings ST DAC	Yes	For	For		For
Amplifon SpA	1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Yes	For	For		For
Amplifon SpA	2.1	Slate 1 Submitted by Ampliter Srl	Yes	None	Do Not Vote		Do Not Vote
Amplifon SpA	2.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	Yes	None	For		For
Amplifon SpA	3	Approve Remuneration of Directors	Yes	None	For		For
Amplifon SpA	4	Approve Stock Grant Plan	Yes	For	Against		For
Amplifon SpA	5	Approve Remuneration Policy	Yes	For	Against		Against
Amplifon SpA	6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Yes	For	Against		For
RPC Group Plc	1	Approve Matters Relating to the Cash Acquisition of RPC Group plc by Berry Global International Holdings Limited	Yes	For	For		For
RPC Group Plc	1	Approve Scheme of Arrangement	Yes	For	For		For
DiaSorin SpA	1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Yes	For	For		For
DiaSorin SpA	2	Approve Remuneration Policy	Yes	For	Against		Against
DiaSorin SpA	3.1	Fix Number of Directors	Yes	For	Against		For
DiaSorin SpA	3.2	Fix Board Terms for Directors	Yes	For	For		For
DiaSorin SpA	3.3.1	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	Yes	None	Do Not Vote		Do Not Vote
DiaSorin SpA	3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	Yes	None	For		For
DiaSorin SpA	3.4	Approve Remuneration of Directors	Yes	For	Against		Against
DiaSorin SpA	4.1.1	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	Yes	None	Against		Against
DiaSorin SpA	4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	Yes	None	For		For
DiaSorin SpA	4.2	Appoint Chairman of Internal Statutory Auditors	Yes	None	Against		Against
DiaSorin SpA	4.3	Approve Internal Auditors' Remuneration	Yes	For	For		For
DiaSorin SpA	5	Approve Stock Option Plan	Yes	For	For		For
DiaSorin SpA	6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Stock Option Plan	Yes	For	For		For
DiaSorin SpA	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Yes	None	Against		Against
SAF-HOLLAND SA	1	Receive and Approve Board's Reports	Yes	For	For		For
SAF-HOLLAND SA	2	Receive and Approve Auditor's Reports	Yes	For	For		For
SAF-HOLLAND SA	3	Approve Financial Statements	Yes	For	For		For
SAF-HOLLAND SA	4	Approve Consolidated Financial Statements	Yes	For	For		For
SAF-HOLLAND SA	5	Approve Allocation of Income and Dividends of EUR 0.45 Per Share	Yes	For	For		For

B.3.b.1.a.

TIMESSQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
SAF-HOLLAND SA	6	Approve Discharge of Directors	Yes	For	For		For
SAF-HOLLAND SA	7	Approve Discharge of Auditors	Yes	For	For		For
SAF-HOLLAND SA	8	Renew Appointment of PricewaterhouseCoopers as Auditor	Yes	For	For		For
SAF-HOLLAND SA	9	Reelect Martina Merz as Director	Yes	For	For		For
SAF-HOLLAND SA	10	Reelect Martin Kleinschmitt as Director	Yes	For	For		For
SAF-HOLLAND SA	11	Reelect Jack Gisinger as Director	Yes	For	For		For
SAF-HOLLAND SA	12	Reelect Anja Kleyboldt as Director	Yes	For	For		For
SAF-HOLLAND SA	1	Change Location of Registered Office and Amend Article 2.1	Yes	For	For		For
SAF-HOLLAND SA	2	Amend Articles Re: Clarification in Relation to Shares	Yes	For	For		For
SAF-HOLLAND SA	3	Amend Articles Re: Definition "Regulated Market" and "Independent Director"	Yes	For	For		For
SAF-HOLLAND SA	4	Amend Articles Re: Board Meetings and Board of Director Decisions	Yes	For	For		For
SAF-HOLLAND SA	5	Amend Articles Re: Date of Annual General Meeting	Yes	For	For		For
SAF-HOLLAND SA	6	Amend Articles Re: Provisions to Luxembourg Takeover Law	Yes	For	For		For
SAF-HOLLAND SA	7	Amend Articles Re: Detailed Wording on Procedure of the General Meetings of Shareholders	Yes	For	For		For
SAF-HOLLAND SA	8	Amend Articles Re: Notification Obligation of Transparency Law	Yes	For	For		For
SAF-HOLLAND SA	9	Increase Authorized Share Capital I and Amend Articles of Association	Yes	For	For		For
SAF-HOLLAND SA	10	Increase Special Amount of the Authorised Share Capital I and Amend Articles of Association	Yes	For	Against		For
SAF-HOLLAND SA	11.a	Increase Remaining Amount of the Company (Alternative 1) and Amend Articles of Association	Yes	For	For		For
SAF-HOLLAND SA	11.b	Increase Remaining Amount of the Company (Alternative 2) and Amend Amend Articles of Association	Yes	For	For		For
SAF-HOLLAND SA	12	Approve Full Restatement of the Articles of Incorporation	Yes	For	For		For
Intrum AB	1	Open Meeting	No				
Intrum AB	2	Elect Chairman of Meeting	Yes	For	For		For
Intrum AB	3	Prepare and Approve List of Shareholders	Yes	For	For		For
Intrum AB	4	Approve Agenda of Meeting	Yes	For	For		For
Intrum AB	5	Designate Inspector(s) of Minutes of Meeting	Yes	For	For		For
Intrum AB	6	Acknowledge Proper Convening of Meeting	Yes	For	For		For
Intrum AB	7.a	Receive Board and Board Committee Reports	No				
Intrum AB	7.b	Receive President's Report	No				
Intrum AB	8	Receive Financial Statements and Statutory Reports	No				

B.3.b.1.a.

TIMESQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Intrum AB	9	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Intrum AB	10	Approve Allocation of Income and Dividends of SEK 9.50 Per Share	Yes	For	For		For
Intrum AB	11	Approve Discharge of Board and President	Yes	For	For		For
Intrum AB	12	Receive Nomination Committee Report; Determine Number of Members (9) and Deputy Members (0) of Board; Determine Number of Auditors and Deputy Auditors	Yes	For	For		For
Intrum AB	13	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.94 Million; Approve Remuneration of Auditors	Yes	For	For		For
Intrum AB	14	Reelect Per Larsson (Chairman), Hans Larsson, Kristoffer Melinder, Andreas Nasvik, Magdalena Persoon, Ragnhild Wiborg and Magnus Yngen (Vice-Chairman) as Directors; Elect Liv Fiksdahl and Andres Rubio as New Directors	Yes	For	For		For
Intrum AB	15	Ratify Ernst & Young as Auditors	Yes	For	For		For
Intrum AB	16	Authorize Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee	Yes	For	For		For
Intrum AB	17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Yes	For	For		For
Intrum AB	18.a	Approve LTI 2019	Yes	For	Against		For
Intrum AB	18.b	Approve Equity Plan Financing Through Repurchase of Shares	Yes	For	Against		For
Intrum AB	18.c	Approve Equity Plan Financing Through Transfer of Shares	Yes	For	Against		For
Intrum AB	18.d	Authorize Reissuance of Repurchased Shares	Yes	For	Against		Against
Intrum AB	19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Yes	For	For		For
Intrum AB	20	Close Meeting	No				
LISI SA	1	Approve Financial Statements and Statutory Reports	Yes	For	For		For
LISI SA	2	Approve Consolidated Financial Statements and Statutory Reports	Yes	For	For		For
LISI SA	3	Approve Auditors' Special Report on Related-Party Transactions	Yes	For	For		For
LISI SA	4	Approve Discharge of Directors and Auditors	Yes	For	For		For
LISI SA	5	Approve Allocation of Income and Dividends of EUR 0.44 per Share	Yes	For	For		For
LISI SA	6	Reelect Gilles Kohler as Director	Yes	For	Against		Against
LISI SA	7	Reelect Emmanuel Viellard as Director	Yes	For	For		For
LISI SA	8	Reelect Patrick Daher as Director	Yes	For	For		For
LISI SA	9	Reelect Compagnie Industrielle de Delle as Director	Yes	For	Against		Against

B.3.b.1.a.

TIMESQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
LISI SA	10	Reelect Viellard Migeon Et Cie as Director	Yes	For	Against		Against
LISI SA	11	Reelect CIKO as Director	Yes	For	Against		Against
LISI SA	12	Acknowledge End of Mandate of Christian Peugeot as Director and Decision Not to Renew	Yes	For	For		For
LISI SA	13	Elect FPP Invest as Director	Yes	For	Against		Against
LISI SA	14	Approve Compensation of Gilles Kohler, Chairman of the Board	Yes	For	For		For
LISI SA	15	Approve Compensation of Emmanuel Viellard, CEO	Yes	For	For		For
LISI SA	16	Approve Compensation of Jean Philippe Kohler, Vice-CEO	Yes	For	For		For
LISI SA	17	Approve Remuneration Policy for Gilles Kohler, Chairman of the Board	Yes	For	Against		Against
LISI SA	18	Approve Remuneration Policy for Emmanuel Vieillard, CEO	Yes	For	Against		Against
LISI SA	19	Approve Remuneration Policy for Jean Philippe Kohler, Vice-CEO	Yes	For	Against		Against
LISI SA	20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Yes	For	Against		For
LISI SA	21	Approve Remuneration of Directors the Aggregate Amount of EUR 500,000	Yes	For	For		For
LISI SA	22	Authorize up to 1.85 Percent of Issued Capital for Use in Restricted Stock Plans	Yes	For	Against		Against
LISI SA	23	Amend Article 10 of Bylaws Re: Re: Age Limit of Chairman of the Board	Yes	For	Against		For
LISI SA	24	Authorize Filing of Required Documents/Other Formalities	Yes	For	For		For
Rotork Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Rotork Plc	2	Approve Final Dividend	Yes	For	For		For
Rotork Plc	3	Re-elect Jonathan Davis as Director	Yes	For	For		For
Rotork Plc	4	Re-elect Sally James as Director	Yes	For	For		For
Rotork Plc	5	Re-elect Martin Lamb as Director	Yes	For	For		For
Rotork Plc	6	Re-elect Lucinda Bell as Director	Yes	For	For		For
Rotork Plc	7	Re-elect Kevin Hostetler as Director	Yes	For	For		For
Rotork Plc	8	Re-elect Peter Dilnot as Director	Yes	For	For		For
Rotork Plc	9	Elect Ann Andersen as Director	Yes	For	For		For
Rotork Plc	10	Elect Tim Cobbold as Director	Yes	For	For		For
Rotork Plc	11	Reappoint Deloitte LLP as Auditors	Yes	For	For		For
Rotork Plc	12	Authorise the Audit Committee to Fix Remuneration of Auditors	Yes	For	For		For
Rotork Plc	13	Approve Remuneration Report	Yes	For	For		For
Rotork Plc	14	Authorise Issue of Equity	Yes	For	For		For
Rotork Plc	15	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For

B.3.b.1.a.

TIMESQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Rotork Plc	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Yes	For	For		For
Rotork Plc	17	Authorise Market Purchase of Ordinary Shares	Yes	For	For		For
Rotork Plc	18	Authorise Market Purchase of Preference Shares	Yes	For	For		For
Rotork Plc	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
Rotork Plc	20	Approve Long Term Incentive Plan	Yes	For	For		For
Rotork Plc	21	Authorise Board to Grant Awards under the Long Term Incentive Plan	Yes	For	For		For
Tamburi Investment Partners SpA	1.1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Tamburi Investment Partners SpA	1.2	Approve Allocation of Income	Yes	For	For		For
Tamburi Investment Partners SpA	2.1	Fix Number of Directors	Yes	None	For		For
Tamburi Investment Partners SpA	2.2	Approve Remuneration of Directors	Yes	None	For		For
Tamburi Investment Partners SpA	2.3.1	Slate 1 Submitted by Lippiuno Srl, Giovanni Tamburi, Alessandra Gritti, and Claudio Berretti	Yes	None	Do Not Vote		Do Not Vote
Tamburi Investment Partners SpA	2.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	Yes	None	For		For
Tamburi Investment Partners SpA	2.4	Elect Giovanni Tamburi as Board Chair	Yes	None	Against		For
Tamburi Investment Partners SpA	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Yes	For	Against		For
Tamburi Investment Partners SpA	4	Approve Director, Officer, and Internal Auditors Liability and Indemnity Insurance	Yes	For	For		For
Tamburi Investment Partners SpA	5	Approve Performance Share Plan	Yes	For	Against		For
Tamburi Investment Partners SpA	6	Approve Remuneration Policy	Yes	For	Against		Against
Tamburi Investment Partners SpA	1	Amend Company Bylaws	Yes	For	For		For
Datalogic SpA	1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Yes	For	For		For
Datalogic SpA	2	Elect Vera Negri Zamagni as Director	Yes	For	For		For
Datalogic SpA	3	Increase Number of Directors on the Board; Elect Angelo Busani as Director	Yes	None	For		For
Datalogic SpA	4	Approve Remuneration of Directors	Yes	For	Against		Against
Datalogic SpA	5a.1	Slate Submitted by Hydra SpA	Yes	None	Do Not Vote		Do Not Vote
Datalogic SpA	5a.2	Slate Submitted by Institutional Investors (Assogestioni)	Yes	None	For		For
Datalogic SpA	5b	Appoint Chairman of Internal Statutory Auditors	Yes	None	For		For
Datalogic SpA	5c	Approve Internal Auditors' Remuneration	Yes	None	For		Against
Datalogic SpA	6	Approve Auditors and Authorize Board to Fix Their Remuneration	Yes	For	For		For
Datalogic SpA	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Yes	For	Against		Against
Datalogic SpA	8	Approve Remuneration Policy	Yes	For	Against		Against

B.3.b.1.a.

TIMESSQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Datalogic SpA	9	Approve Long Term Incentive Plan	Yes	For	For		For
Edelweiss Financial Services Lim	1	Approve Edelweiss Employee Stock Appreciation Rights Plan 2019	Yes	For	Against		Against
Edelweiss Financial Services Lim	2	Approve Extension of Benefits of Edelweiss Employee Stock Appreciation Rights Plan 2019 to Eligible Employees of Subsidiary Companies	Yes	For	Against		Against
Interpump Group SpA	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Interpump Group SpA	2	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	No				
Interpump Group SpA	3	Approve Allocation of Income	Yes	For	For		For
Interpump Group SpA	4	Approve Remuneration Policy	Yes	For	Against		Against
Interpump Group SpA	5	Approve Remuneration of Directors	Yes	For	Against		Against
Interpump Group SpA	6	Approve Stock Option Plan	Yes	For	Against		Against
Interpump Group SpA	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Yes	For	For		For
Kroton Educacional SA	1	Approve Remuneration of Company's Management	Yes	For	For		For
Kroton Educacional SA	2	Approve Remuneration of Fiscal Council Members	Yes	For	For		For
Kroton Educacional SA	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2018	Yes	For	For		For
Kroton Educacional SA	2	Approve Allocation of Income and Dividends	Yes	For	For		For
Kroton Educacional SA	3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Yes	None	For		For
Kroton Educacional SA	4	Fix Number of Fiscal Council Members at Four	Yes	For	For		For
Kroton Educacional SA	5	Elect Fiscal Council Members	Yes	For	For		For
Kroton Educacional SA	6	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Yes	None	Against		Against
Dalata Hotel Group Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Dalata Hotel Group Plc	2	Approve Final Dividend	Yes	For	For		For
Dalata Hotel Group Plc	3	Approve Remuneration Report	Yes	For	For		For
Dalata Hotel Group Plc	4a	Re-elect John Hennessy as Director	Yes	For	For		For
Dalata Hotel Group Plc	4b	Re-elect Patrick McCann as Director	Yes	For	For		For
Dalata Hotel Group Plc	4c	Re-elect Stephen McNally as Director	Yes	For	For		For
Dalata Hotel Group Plc	4d	Re-elect Dermot Crowley as Director	Yes	For	For		For
Dalata Hotel Group Plc	4e	Re-elect Robert Dix as Director	Yes	For	For		For
Dalata Hotel Group Plc	4f	Re-elect Alf Smiddy as Director	Yes	For	For		For
Dalata Hotel Group Plc	4g	Re-elect Margaret Sweeney as Director	Yes	For	For		For

B.3.b.1.a.

TIMESSQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Dalata Hotel Group Plc	5	Authorise Board to Fix Remuneration of Auditors	Yes	For	For		For
Dalata Hotel Group Plc	6	Authorise Issue of Equity	Yes	For	For		For
Dalata Hotel Group Plc	7	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Dalata Hotel Group Plc	8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Yes	For	For		For
Dalata Hotel Group Plc	9	Authorise Market Purchase of Ordinary Shares	Yes	For	For		For
Dalata Hotel Group Plc	10	Authorise Re-allotment of Treasury Shares	Yes	For	For		For
Dalata Hotel Group Plc	11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
Howden Joinery Group Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Howden Joinery Group Plc	2	Approve Remuneration Report	Yes	For	For		For
Howden Joinery Group Plc	3	Approve Remuneration Policy	Yes	For	For		For
Howden Joinery Group Plc	4	Approve Final Dividend	Yes	For	For		For
Howden Joinery Group Plc	5	Elect Karen Caddick as Director	Yes	For	For		For
Howden Joinery Group Plc	6	Re-elect Mark Allen as Director	Yes	For	For		For
Howden Joinery Group Plc	7	Re-elect Andrew Cripps as Director	Yes	For	For		For
Howden Joinery Group Plc	8	Re-elect Geoff Drabble as Director	Yes	For	For		For
Howden Joinery Group Plc	9	Re-elect Tiffany Hall as Director	Yes	For	For		For
Howden Joinery Group Plc	10	Re-elect Andrew Livingston as Director	Yes	For	For		For
Howden Joinery Group Plc	11	Re-elect Richard Pennycook as Director	Yes	For	For		For
Howden Joinery Group Plc	12	Re-elect Mark Robson as Director	Yes	For	For		For
Howden Joinery Group Plc	13	Re-elect Debbie White as Director	Yes	For	For		For
Howden Joinery Group Plc	14	Reappoint Deloitte LLP as Auditors	Yes	For	For		For
Howden Joinery Group Plc	15	Authorise Board to Fix Remuneration of Auditors	Yes	For	For		For
Howden Joinery Group Plc	16	Authorise EU Political Donations and Expenditure	Yes	For	For		For
Howden Joinery Group Plc	17	Authorise Issue of Equity	Yes	For	For		For
Howden Joinery Group Plc	18	Approve Long Term Incentive Plan	Yes	For	For		For
Howden Joinery Group Plc	19	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Howden Joinery Group Plc	20	Authorise Market Purchase of Ordinary Shares	Yes	For	For		For
Howden Joinery Group Plc	21	Amend Articles of Association	Yes	For	For		For
Howden Joinery Group Plc	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
OdontoPrev SA	1	Elect Directors and Board Chairman	Yes	For	Against		For
OdontoPrev SA	2	Approve Board Composition	Yes	For	Against		For
Global Dominion Access SA	1	Approve Consolidated and Standalone Financial Statements	Yes	For	For		For
Global Dominion Access SA	2	Approve Discharge of Board	Yes	For	For		For
Global Dominion Access SA	3	Approve Treatment of Net Loss	Yes	For	For		For
Global Dominion Access SA	4	Approve Non-Financial Information Report	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Global Dominion Access SA	5	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	Yes	For	For		For
Global Dominion Access SA	6	Renew Appointment of PricewaterhouseCoopers as Auditor	Yes	For	For		For
Global Dominion Access SA	7	Approve Remuneration Policy	Yes	For	Against		Against
Global Dominion Access SA	8	Advisory Vote on Remuneration Report	Yes	For	Against		Against
Global Dominion Access SA	9	Authorize Board to Ratify and Execute Approved Resolutions	Yes	For	For		For
Global Dominion Access SA	10	Approve Minutes of Meeting	Yes	For	For		For
CIE Automotive SA	1	Approve Consolidated and Standalone Financial Statements	Yes	For	For		For
CIE Automotive SA	2	Approve Discharge of Board	Yes	For	For		For
CIE Automotive SA	3	Approve Allocation of Income and Dividends	Yes	For	For		For
CIE Automotive SA	4	Approve Non-Financial Information Report	Yes	For	For		For
CIE Automotive SA	5	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	Yes	For	For		For
CIE Automotive SA	6	Renew Appointment of PricewaterhouseCoopers as Auditor	Yes	For	For		For
CIE Automotive SA	7	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 1 Billion	Yes	For	Against		For
CIE Automotive SA	8	Advisory Vote on Remuneration Report	Yes	For	Against		Against
CIE Automotive SA	9	Authorize Board to Ratify and Execute Approved Resolutions	Yes	For	For		For
CIE Automotive SA	10	Approve Minutes of Meeting	Yes	For	For		For
CTS Eventim AG & Co. KGaA	1	Receive Financial Statements and Statutory Reports for Fiscal 2018 (Non-Voting)	No				
CTS Eventim AG & Co. KGaA	2	Accept Financial Statements and Statutory Reports for Fiscal 2018	Yes	For	For		For
CTS Eventim AG & Co. KGaA	3	Approve Allocation of Income and Dividends of EUR 0.62 per Share	Yes	For	For		For
CTS Eventim AG & Co. KGaA	4	Approve Discharge of Personally Liable Partner for Fiscal 2018	Yes	For	For		For
CTS Eventim AG & Co. KGaA	5	Approve Discharge of Supervisory Board for Fiscal 2018	Yes	For	For		For
CTS Eventim AG & Co. KGaA	6	Ratify KPMG AG as Auditors for Fiscal 2019	Yes	For	For		For
CTS Eventim AG & Co. KGaA	7	Approve Decrease in Size of Supervisory Board to Three Members	Yes	For	For		For
CTS Eventim AG & Co. KGaA	8.1	Reelect Bernd Kundrun to the Supervisory Board	Yes	For	For		For
CTS Eventim AG & Co. KGaA	8.2	Reelect Juliane Thuemmel to the Supervisory Board	Yes	For	For		For
CTS Eventim AG & Co. KGaA	8.3	Reelect Justinus Spee to the Supervisory Board	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
CTS Eventim AG & Co. KGaA	8.4	Reelect Jobst Plog to the Supervisory Board, if Item 7 is Not Approved	Yes	For	For		For
CTS Eventim AG & Co. KGaA	9	Approve Creation of EUR 19.2 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Yes	For	For		For
Alimak Group AB	1	Open Meeting	No				
Alimak Group AB	2	Elect Chairman of Meeting	Yes	For	For		For
Alimak Group AB	3	Prepare and Approve List of Shareholders	Yes	For	For		For
Alimak Group AB	4	Approve Agenda of Meeting	Yes	For	For		For
Alimak Group AB	5	Designate Inspector(s) of Minutes of Meeting	Yes	For	For		For
Alimak Group AB	6	Acknowledge Proper Convening of Meeting	Yes	For	For		For
Alimak Group AB	7	Receive President's Report	No				
Alimak Group AB	8	Receive Financial Statements and Statutory Reports	No				
Alimak Group AB	9.a	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Alimak Group AB	9.b	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	Yes	For	For		For
Alimak Group AB	9.c	Approve Discharge of Board and President	Yes	For	For		For
Alimak Group AB	10	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Yes	For	For		For
Alimak Group AB	11	Approve Remuneration of Directors in the Amount of SEK 640,000 for Chairman and SEK 310,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Yes	For	For		For
Alimak Group AB	12	Reelect Anders Jonsson, Helena Nordman-Knutson, Jan Svensson (Chairman), Tomas Carlsson and Christina Hallin as Directors; Elect Sven Tornkvist as New Director	Yes	For	For		For
Alimak Group AB	13	Ratify Ernst & Young as Auditors	Yes	For	For		For
Alimak Group AB	14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Yes	For	Against		For
Alimak Group AB	15	Approve Performance Share Matching Plan LTI 2019	Yes	For	Against		For
Alimak Group AB	16.a	Authorize Share Repurchase Program	Yes	For	For		For
Alimak Group AB	16.b	Authorize Reissuance of Repurchased Shares	Yes	For	For		For
Alimak Group AB	16.c	Approve Transfer of Shares to Participants of LTI 2019	Yes	For	Against		For
Alimak Group AB	17	Close Meeting	No				
Clarkson Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Clarkson Plc	2	Approve Remuneration Report	Yes	For	Against		For
Clarkson Plc	3	Approve Final Dividend	Yes	For	For		For
Clarkson Plc	4	Elect Bill Thomas as Director	Yes	For	For		For
Clarkson Plc	5	Re-elect Andi Case as Director	Yes	For	For		For
Clarkson Plc	6	Re-elect Jeff Woyda as Director	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Clarkson Plc	7	Re-elect Peter Backhouse as Director	Yes	For	For		For
Clarkson Plc	8	Re-elect Marie-Louise Clayton as Director	Yes	For	For		For
Clarkson Plc	9	Re-elect James Hughes-Hallett as Director	Yes	For	For		For
Clarkson Plc	10	Elect Dr Tim Miller as Director	Yes	For	For		For
Clarkson Plc	11	Re-elect Birger Nergaard as Director	Yes	For	For		For
Clarkson Plc	12	Reappoint PricewaterhouseCoopers LLP as Auditors	Yes	For	For		For
Clarkson Plc	13	Authorise Board to Fix Remuneration of Auditors	Yes	For	For		For
Clarkson Plc	14	Authorise Issue of Equity	Yes	For	For		For
Clarkson Plc	15	Authorise EU Political Donations and Expenditures	Yes	For	For		For
Clarkson Plc	16	Approve US Employee Share Purchase Plan	Yes	For	For		For
Clarkson Plc	17	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Clarkson Plc	18	Authorise Market Purchase of Ordinary Shares	Yes	For	For		For
Clarkson Plc	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
Clarkson Plc	20	Adopt New Articles of Association	Yes	For	Against		For
Melrose Industries Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Melrose Industries Plc	2	Approve Remuneration Report	Yes	For	For		For
Melrose Industries Plc	3	Approve Final Dividend	Yes	For	For		For
Melrose Industries Plc	4	Re-elect Christopher Miller as Director	Yes	For	For		For
Melrose Industries Plc	5	Re-elect David Roper as Director	Yes	For	For		For
Melrose Industries Plc	6	Re-elect Simon Peckham as Director	Yes	For	For		For
Melrose Industries Plc	7	Re-elect Geoffrey Martin as Director	Yes	For	For		For
Melrose Industries Plc	8	Re-elect Justin Dowley as Director	Yes	For	For		For
Melrose Industries Plc	9	Re-elect Liz Hewitt as Director	Yes	For	For		For
Melrose Industries Plc	10	Re-elect David Lis as Director	Yes	For	For		For
Melrose Industries Plc	11	Re-elect Archie Kane as Director	Yes	For	For		For
Melrose Industries Plc	12	Elect Charlotte Twynning as Director	Yes	For	For		For
Melrose Industries Plc	13	Reappoint Deloitte LLP as Auditors	Yes	For	For		For
Melrose Industries Plc	14	Authorise the Audit Committee to Fix Remuneration of Auditors	Yes	For	For		For
Melrose Industries Plc	15	Authorise Issue of Equity	Yes	For	For		For
Melrose Industries Plc	16	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Melrose Industries Plc	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Yes	For	For		For
Melrose Industries Plc	18	Authorise Market Purchase of Ordinary Shares	Yes	For	For		For
Melrose Industries Plc	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
Troax Group AB	1	Open Meeting	No				
Troax Group AB	2	Elect Chairman of Meeting	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Troax Group AB	3	Prepare and Approve List of Shareholders	Yes	For	For		For
Troax Group AB	4	Approve Agenda of Meeting	Yes	For	For		For
Troax Group AB	5	Designate Inspector(s) of Minutes of Meeting	Yes	For	For		For
Troax Group AB	6	Acknowledge Proper Convening of Meeting	Yes	For	For		For
Troax Group AB	7	Receive Financial Statements and Statutory Reports	No				
Troax Group AB	8	Receive President's Report	No				
Troax Group AB	9.a	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Troax Group AB	9.b	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	Yes	For	For		For
Troax Group AB	9.c	Approve Discharge of Board and President	Yes	For	For		For
Troax Group AB	10	Receive Nominating Committee's Report	No				
Troax Group AB	11	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Yes	For	For		For
Troax Group AB	12	Determine Number of Members (6) and Deputy Members (0) of Board	Yes	For	For		For
Troax Group AB	13	Determine Number of Auditors (1) and Deputy Auditors (0)	Yes	For	For		For
Troax Group AB	14	Approve Remuneration of Directors in the Amount of SEK 540,000 to Chairman and SEK 250,000 to Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Yes	For	For		For
Troax Group AB	15	Reelect Jan Svensson (Chairman), Anna Stalenbring, Eva Nygren, Bertil Persson, Fredrik Hansson and Thomas Widstrand as Directors	Yes	For	For		For
Troax Group AB	16	Ratify PricewaterhouseCoopers as Auditors	Yes	For	For		For
Troax Group AB	17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Yes	For	For		For
Troax Group AB	18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Yes	For	For		For
Troax Group AB	19	Approve 3:1 Stock Split	Yes	For	For		For
Troax Group AB	20	Approve Stock Option Plan for Key Employees	Yes	For	Against		For
Troax Group AB	21	Close Meeting	No				
Altran Technologies SA	1	Approve Financial Statements and Statutory Reports	Yes	For	For		For
Altran Technologies SA	2	Approve Consolidated Financial Statements and Statutory Reports	Yes	For	For		For
Altran Technologies SA	3	Approve Allocation of Income and Dividends of EUR 0.24 per Share	Yes	For	For		For
Altran Technologies SA	4	Reelect Dominique Cerutti as Director	Yes	For	Against		For
Altran Technologies SA	5	Reelect Nathalie Rachou as Director	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Altran Technologies SA	6	Elect Diane de Saint Victor as Director	Yes	For	For		For
Altran Technologies SA	7	Approve Conditions Underlying Post-Mandate Vesting of Long-Term Remuneration with Dominique Cerutti, Chairman and CEO	Yes	For	For		For
Altran Technologies SA	8	Approve Conditions Underlying Post-Mandate Vesting of Long-Term Remuneration with Cyril Roger, Vice-CEO	Yes	For	For		For
Altran Technologies SA	9	Approve Non-Compete Agreement with Dominique Cerutti	Yes	For	For		For
Altran Technologies SA	10	Approve Remuneration Policy of the Chairman and CEO	Yes	For	For		For
Altran Technologies SA	11	Approve Remuneration Policy of the Vice-CEO	Yes	For	For		For
Altran Technologies SA	12	Approve Compensation of Dominique Cerutti, Chairman and CEO	Yes	For	For		For
Altran Technologies SA	13	Approve Compensation of Cyril Roger, Vice-CEO	Yes	For	For		For
Altran Technologies SA	14	Authorize Repurchase of Up to 3.89 Percent of Issued Share Capital	Yes	For	For		For
Altran Technologies SA	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Yes	For	For		For
Altran Technologies SA	16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Million	Yes	For	For		For
Altran Technologies SA	17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 7.5 Million	Yes	For	For		For
Altran Technologies SA	18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Yes	For	For		For
Altran Technologies SA	19	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Yes	For	For		For
Altran Technologies SA	20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Yes	For	For		For
Altran Technologies SA	21	Authorize Capital Increase of Up to EUR 7.5 Million for Future Exchange Offers	Yes	For	For		For
Altran Technologies SA	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Yes	For	For		For
Altran Technologies SA	23	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16-18 and 20-22 Above and Item 12 of April 27, 2018 GM at EUR 20 Million	Yes	For	For		For
Altran Technologies SA	24	Authorize Filing of Required Documents/Other Formalities	Yes	For	For		For
Jupiter Fund Management plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Jupiter Fund Management plc	2	Approve Remuneration Report	Yes	For	For		For
Jupiter Fund Management plc	3	Elect Andrew Formica as Director	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Jupiter Fund Management plc	4	Re-elect Liz Airey as Director	Yes	For	For		For
Jupiter Fund Management plc	5	Re-elect Jonathon Bond as Director	Yes	For	For		For
Jupiter Fund Management plc	6	Re-elect Edward Bonham Carter as Director	Yes	For	For		For
Jupiter Fund Management plc	7	Re-elect Charlotte Jones as Director	Yes	For	For		For
Jupiter Fund Management plc	8	Re-elect Bridget Macaskill as Director	Yes	For	For		For
Jupiter Fund Management plc	9	Re-elect Karl Sternberg as Director	Yes	For	For		For
Jupiter Fund Management plc	10	Re-elect Polly Williams as Director	Yes	For	For		For
Jupiter Fund Management plc	11	Re-elect Roger Yates as Director	Yes	For	For		For
Jupiter Fund Management plc	12	Reappoint PricewaterhouseCoopers LLP as Auditors	Yes	For	For		For
Jupiter Fund Management plc	13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Yes	For	For		For
Jupiter Fund Management plc	14	Authorise Issue of Equity	Yes	For	For		For
Jupiter Fund Management plc	15	Authorise EU Political Donations and Expenditure	Yes	For	For		For
Jupiter Fund Management plc	16	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Jupiter Fund Management plc	17	Authorise Market Purchase of Ordinary Shares	Yes	For	For		For
Jupiter Fund Management plc	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
RIB Software SE	1	Receive Financial Statements and Statutory Reports for Fiscal 2018 (Non-Voting)	No				
RIB Software SE	2	Approve Allocation of Income and Dividends of EUR 0.18 per Share	Yes	For	For		For
RIB Software SE	3	Approve Discharge of Board of Directors for Fiscal 2018	Yes	For	For		For
RIB Software SE	4	Approve Discharge of Managing Directors for Fiscal 2018	Yes	For	For		For
RIB Software SE	5	Ratify BW Partner Bauer Schaetz Hasenclever Partnerschaft mbB as Auditors for Fiscal 2019	Yes	For	For		For
RIB Software SE	6	Elect Ruediger Grube to the Board of Directors	Yes	For	Against		Against
RIB Software SE	7	Approve Remuneration of Directors	Yes	For	For		For
VAT Group AG	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
VAT Group AG	2.1	Approve Allocation of Income	Yes	For	For		For
VAT Group AG	2.2	Approve Dividends of CHF 4.00 per Share from Capital Contribution Reserves	Yes	For	For		For
VAT Group AG	3	Approve Discharge of Board and Senior Management	Yes	For	For		For
VAT Group AG	4.1.1	Reelect Martin Komischke as Director and Board Chairmam	Yes	For	For		For
VAT Group AG	4.1.2	Reelect Urs Leinhaeuser as Director	Yes	For	For		For
VAT Group AG	4.1.3	Reelect Karl Schlegel as Director	Yes	For	For		For
VAT Group AG	4.1.4	Reelect Hermann Gerlinger as Director	Yes	For	For		For
VAT Group AG	4.1.5	Reelect Heinz Kundert as Director	Yes	For	For		For
VAT Group AG	4.1.6	Reelect Libo Zhang as Director	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
VAT Group AG	4.2.1	Reappoint Martin Komischke as Member of the Nomination and Compensation Committee	Yes	For	For		For
VAT Group AG	4.2.2	Reappoint Karl Schlegel as Member of the Nomination and Compensation Committee	Yes	For	For		For
VAT Group AG	4.2.3	Reappoint Heinz Kundert as Member of the Nomination and Compensation Committee	Yes	For	For		For
VAT Group AG	5	Designate Roger Foehn as Independent Proxy	Yes	For	For		For
VAT Group AG	6	Ratify KPMG AG as Auditors	Yes	For	For		For
VAT Group AG	7.1	Approve Remuneration Report	Yes	For	For		For
VAT Group AG	7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 548,992	Yes	For	For		For
VAT Group AG	7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2 Million	Yes	For	For		For
VAT Group AG	7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.7 Million	Yes	For	For		For
VAT Group AG	7.5	Approve Remuneration of Directors in the Amount of CHF 920,000	Yes	For	For		For
VAT Group AG	8	Transact Other Business (Voting)	Yes	For	Against		For
Irish Continental Group Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Irish Continental Group Plc	2	Approve Final Dividend	Yes	For	For		For
Irish Continental Group Plc	3(a)	Re-elect John McGuckian as Director	Yes	For	For		For
Irish Continental Group Plc	3(b)	Re-elect Eamonn Rothwell as Director	Yes	For	For		For
Irish Continental Group Plc	3(c)	Re-elect David Ledwidge as Director	Yes	For	For		For
Irish Continental Group Plc	3(d)	Re-elect Catherine Duffy as Director	Yes	For	For		For
Irish Continental Group Plc	3(e)	Re-elect Brian O'Kelly as Director	Yes	For	For		For
Irish Continental Group Plc	3(f)	Re-elect John Sheehan as Director	Yes	For	For		For
Irish Continental Group Plc	4	Authorise Board to Fix Remuneration of Auditors	Yes	For	For		For
Irish Continental Group Plc	5	Approve Remuneration Report	Yes	For	Against		Against
Irish Continental Group Plc	6	Authorise Issue of Equity	Yes	For	For		For
Irish Continental Group Plc	7	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Irish Continental Group Plc	8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Yes	For	For		For
Irish Continental Group Plc	9	Authorise Market Purchase and Overseas Market Purchase of Ordinary Shares	Yes	For	For		For
Irish Continental Group Plc	10	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Yes	For	For		For
Irish Continental Group Plc	11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
Keywords Studios Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Keywords Studios Plc	2	Approve Remuneration Report	Yes	For	For		For
Keywords Studios Plc	3	Approve Final Dividend	Yes	For	For		For
Keywords Studios Plc	4	Re-elect Ross Graham as Director	Yes	For	For		For
Keywords Studios Plc	5	Re-elect David Broderick as Director	Yes	For	For		For
Keywords Studios Plc	6	Re-elect Andrew Day as Director	Yes	For	For		For
Keywords Studios Plc	7	Re-elect David Reeves as Director	Yes	For	For		For
Keywords Studios Plc	8	Re-elect Giorgio Guastalla as Director	Yes	For	For		For
Keywords Studios Plc	9	Re-elect Georges Fornay as Director	Yes	For	For		For
Keywords Studios Plc	10	Re-elect Charlotta Ginman as Director	Yes	For	For		For
Keywords Studios Plc	11	Reappoint BDO as Auditors	Yes	For	For		For
Keywords Studios Plc	12	Authorise Board to Fix Remuneration of Auditors	Yes	For	For		For
Keywords Studios Plc	13	Authorise Issue of Equity	Yes	For	For		For
Keywords Studios Plc	14	Approve Increase in the Aggregate Fees Payable to Directors	Yes	For	For		For
Keywords Studios Plc	15	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Keywords Studios Plc	16	Approve Matters Relating to the Relevant Dividends	Yes	For	For		For
Modern Times Group MTG AB	1	Open Meeting	No				
Modern Times Group MTG AB	2	Elect Chairman of Meeting	Yes	For	For		For
Modern Times Group MTG AB	3	Prepare and Approve List of Shareholders	Yes	For	For		For
Modern Times Group MTG AB	4	Approve Agenda of Meeting	Yes	For	For		For
Modern Times Group MTG AB	5	Designate Inspector(s) of Minutes of Meeting	Yes	For	For		For
Modern Times Group MTG AB	6	Acknowledge Proper Convening of Meeting	Yes	For	For		For
Modern Times Group MTG AB	7	Receive Chairman's Report	No				
Modern Times Group MTG AB	8	Receive President's Report	No				
Modern Times Group MTG AB	9	Receive Financial Statements and Statutory Reports	No				
Modern Times Group MTG AB	10	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Modern Times Group MTG AB	11	Approve Allocation of Income and Omission of Dividends	Yes	For	For		For
Modern Times Group MTG AB	12	Approve Discharge of Board and President	Yes	For	For		For
Modern Times Group MTG AB	13	Determine Number of Directors (5) and Deputy Directors (0) of Board	Yes	For	For		For
Modern Times Group MTG AB	14	Approve Remuneration of Directors in the Amount of SEK 1.45 Million for Chairman and SEK 500,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Yes	For	For		For
Modern Times Group MTG AB	15.a	Reelect David Chance as Director	Yes	For	For		For
Modern Times Group MTG AB	15.b	Reelect Simon Duffy as Director	Yes	For	For		For
Modern Times Group MTG AB	15.c	Reelect Gerhard Florin as Director	Yes	For	For		For
Modern Times Group MTG AB	15.d	Reelect Donata Hopfen as Director	Yes	For	For		For
Modern Times Group MTG AB	15.e	Reelect Natalie Tydeman as Director	Yes	For	For		For
Modern Times Group MTG AB	16	Reelect David Chance as Board Chair	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Modern Times Group MTG AB	17	Determine Number of Auditors (1) and Deputy Auditors (0); Ratify KPMG as Auditors	Yes	For	For		For
Modern Times Group MTG AB	18	Authorize Representatives of At Least Three of Company's Largest Shareholders to Serve on Nominating Committee	Yes	For	For		For
Modern Times Group MTG AB	19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Yes	For	For		For
Modern Times Group MTG AB	20.a	Approve Performance Share Plan LTI 2019	Yes	For	Against		Against
Modern Times Group MTG AB	20.b	Approve Warrant Plan for Key Employees; Approve Issuance of up to 450,104 Warrants; Approve Transfer of Warrants to Participants	Yes	For	For		For
Modern Times Group MTG AB	21.a	Approve Equity Plan Financing Through Transfer of Class B Shares	Yes	For	Against		Against
Modern Times Group MTG AB	21.b	Approve Alternative Equity Plan Financing	Yes	For	Against		For
Modern Times Group MTG AB	22	Amend Articles Re: Corporate Purpose	Yes	For	For		For
Modern Times Group MTG AB	23	Close Meeting	No				
PT Tower Bersama Infrastructu	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
PT Tower Bersama Infrastructu	2	Approve Allocation of Income	Yes	For	For		For
PT Tower Bersama Infrastructu	3	Approve Auditors	Yes	For	For		For
PT Tower Bersama Infrastructu	4	Approve Remuneration of Directors and Commissioners	Yes	For	For		For
PT Tower Bersama Infrastructu	5	Approve Issuance of Bonds	Yes	For	For		For
PT Tower Bersama Infrastructu	6	Accept Report on the Use of Proceeds	Yes	For	For		For
PT Tower Bersama Infrastructu	7	Accept Report on Inability to Realize Annual General Meeting Shareholders 2018 Resolution on Approval for Plan of the Issuance US Dollar-Denominated Bonds or Notes	Yes	For	For		For
Nordic Entertainment Group AB	1	Open Meeting	No				
Nordic Entertainment Group AB	2	Elect Chairman of Meeting	Yes	For	For		For
Nordic Entertainment Group AB	3	Prepare and Approve List of Shareholders	Yes	For	For		For
Nordic Entertainment Group AB	4	Approve Agenda of Meeting	Yes	For	For		For
Nordic Entertainment Group AB	5	Designate Inspector(s) of Minutes of Meeting	Yes	For	For		For
Nordic Entertainment Group AB	6	Acknowledge Proper Convening of Meeting	Yes	For	For		For
Nordic Entertainment Group AB	7	Receive Chairman's Report	No				
Nordic Entertainment Group AB	8	Receive CEO's Report	No				
Nordic Entertainment Group AB	9	Receive Financial Statements and Statutory Reports	No				
Nordic Entertainment Group AB	10	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Nordic Entertainment Group AB	11	Approve Allocation of Income and Dividends of SEK 6.50 Per Share	Yes	For	For		For
Nordic Entertainment Group AB	12	Approve Discharge of Board and President	Yes	For	For		For

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TIMESQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Nordic Entertainment Group AB	13	Determine Number of Members (6) and Deputy Members (0) of Board	Yes	For	For		For
Nordic Entertainment Group AB	14	Approve Remuneration of Directors in the Aggregate Amount of SEK 4.7 Million; Approve Remuneration of Auditors	Yes	For	For		For
Nordic Entertainment Group AB	15.a	Reelect Anders Borg as Director	Yes	For	For		For
Nordic Entertainment Group AB	15.b	Reelect David Chance as Director	Yes	For	For		For
Nordic Entertainment Group AB	15.c	Reelect Henrik Clausen as Director	Yes	For	For		For
Nordic Entertainment Group AB	15.d	Reelect Simon Duffy as Director	Yes	For	For		For
Nordic Entertainment Group AB	15.e	Reelect Kristina Schauman as Director	Yes	For	For		For
Nordic Entertainment Group AB	15.f	Reelect Natalie Tydeman as Director	Yes	For	For		For
Nordic Entertainment Group AB	16	Reelect David Chance as Board Chairman	Yes	For	For		For
Nordic Entertainment Group AB	17	Determine Number of Auditors (1) and Deputy Auditors (0); Ratify KPMG as Auditors	Yes	For	For		For
Nordic Entertainment Group AB	18	Authorize Chairman of Board and Representatives of Minimum Three of Company's Largest Shareholders to Serve on Nominating Committee	Yes	For	For		For
Nordic Entertainment Group AB	19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Yes	For	For		For
Nordic Entertainment Group AB	20.a	Approve Performance Share Plan LTIP 2019 for Key Employees	Yes	For	Against		For
Nordic Entertainment Group AB	20.b	Authorize New Class C Common Stock	Yes	For	Against		For
Nordic Entertainment Group AB	20.c	Approve Equity Plan Financing Through Issuance of Class C Shares	Yes	For	Against		For
Nordic Entertainment Group AB	20.d	Approve Equity Plan Financing Through Repurchase of Class C Shares	Yes	For	Against		For
Nordic Entertainment Group AB	20.e	Approve Equity Plan Financing Through Transfer of Class B Shares	Yes	For	Against		For
Nordic Entertainment Group AB	20.f	Approve Equity Swap Agreement as Alternative Equity Plan Financing	Yes	For	Against		For
Nordic Entertainment Group AB	21	Amend Articles Re: Set Minimum (SEK 100 Million) and Maximum (SEK 400 Million) Share Capital; Approve Capitalization of Reserves of SEK 134.2 Million	Yes	For	For		For
Nordic Entertainment Group AB	22	Close Meeting	No				
Gaztransport & Technigaz SA	1	Approve Financial Statements and Statutory Reports	Yes	For	For		For
Gaztransport & Technigaz SA	2	Approve Consolidated Financial Statements and Statutory Reports	Yes	For	For		For
Gaztransport & Technigaz SA	3	Approve Allocation of Income and Dividends of EUR 3.12 per Share	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Gaztransport & Technigaz SA	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Yes	For	For		For
Gaztransport & Technigaz SA	5	Reelect Christian Germa as Director	Yes	For	For		For
Gaztransport & Technigaz SA	6	Reelect Michele Azalbert as Director	Yes	For	Against		Against
Gaztransport & Technigaz SA	7	Reelect Cecile Preveu as Director	Yes	For	Against		Against
Gaztransport & Technigaz SA	8	Elect Judith Hartmann as Director	Yes	For	Against		Against
Gaztransport & Technigaz SA	9	Approve Remuneration of Directors in the Aggregate Amount of EUR 454,230	Yes	For	For		For
Gaztransport & Technigaz SA	10	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Yes	For	Against		For
Gaztransport & Technigaz SA	11	Approve Compensation of Philippe Berterottiere, Chairman and CEO	Yes	For	Against		Against
Gaztransport & Technigaz SA	12	Approve Remuneration Policy of Chairman and CEO	Yes	For	Against		Against
Gaztransport & Technigaz SA	13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Yes	For	For		For
Gaztransport & Technigaz SA	14	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Yes	For	Against		Against
Gaztransport & Technigaz SA	15	Authorize Filing of Required Documents/Other Formalities	Yes	For	For		For
Polypipe Group Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Polypipe Group Plc	2	Approve Remuneration Report	Yes	For	For		For
Polypipe Group Plc	3	Approve Final Dividend	Yes	For	For		For
Polypipe Group Plc	4	Elect Louise Hardy as Director	Yes	For	For		For
Polypipe Group Plc	5	Re-elect Martin Payne as Director	Yes	For	For		For
Polypipe Group Plc	6	Re-elect Paul James as Director	Yes	For	For		For
Polypipe Group Plc	7	Re-elect Glen Sabin as Director	Yes	For	For		For
Polypipe Group Plc	8	Re-elect Ron Marsh as Director	Yes	For	For		For
Polypipe Group Plc	9	Re-elect Paul Dean as Director	Yes	For	For		For
Polypipe Group Plc	10	Re-elect Moni Mannings as Director	Yes	For	For		For
Polypipe Group Plc	11	Re-elect Mark Hammond as Director	Yes	For	For		For
Polypipe Group Plc	12	Reappoint Ernst & Young LLP as Auditors	Yes	For	For		For
Polypipe Group Plc	13	Authorise the Audit Committee to Fix Remuneration of Auditors	Yes	For	For		For
Polypipe Group Plc	14	Authorise Issue of Equity	Yes	For	For		For
Polypipe Group Plc	15	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Polypipe Group Plc	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Yes	For	For		For
Polypipe Group Plc	17	Authorise Market Purchase of Ordinary Shares	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Polypipe Group Plc	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
Sugi Holdings Co., Ltd.	1.1	Elect Director Sugiura, Hirokazu	Yes	For	For		For
Sugi Holdings Co., Ltd.	1.2	Elect Director Sakakibara, Eiichi	Yes	For	For		For
Sugi Holdings Co., Ltd.	1.3	Elect Director Sugiura, Katsunori	Yes	For	For		For
Sugi Holdings Co., Ltd.	1.4	Elect Director Sugiura, Shinya	Yes	For	For		For
Sugi Holdings Co., Ltd.	1.5	Elect Director Kamino, Shigeyuki	Yes	For	For		For
Sugi Holdings Co., Ltd.	1.6	Elect Director Hayama, Yoshiko	Yes	For	For		For
Sugi Holdings Co., Ltd.	1.7	Elect Director Matsumura, Hiroshi	Yes	For	For		For
Nemetschek SE	1	Receive Financial Statements and Statutory Reports for Fiscal 2018 (Non-Voting)	No				
Nemetschek SE	2	Approve Allocation of Income and Dividends of EUR 0.81 per Share	Yes	For	For		For
Nemetschek SE	3	Approve Discharge of Management Board for Fiscal 2018	Yes	For	For		For
Nemetschek SE	4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal 2018	Yes	For	For		For
Nemetschek SE	4.2	Approve Discharge of Supervisory Board Member Georg Nemetschek for Fiscal 2018	Yes	For	For		For
Nemetschek SE	4.3	Approve Discharge of Supervisory Board Member Ruediger Herzog for Fiscal 2018	Yes	For	For		For
Nemetschek SE	4.4	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal 2018	Yes	For	For		For
Nemetschek SE	5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2019	Yes	For	For		For
Nemetschek SE	6	Approve EUR 77 Million Capitalization of Reserves	Yes	For	For		For
Nemetschek SE	7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Yes	For	For		For
Nemetschek SE	8	Approve Affiliation Agreement with NEVARIS Bausoftware GmbH	Yes	For	For		For
Nemetschek SE	9	Approve Affiliation Agreement with MAXON Computer GmbH	Yes	For	For		For
Nemetschek SE	10	Amend Articles Re: Composition and Representation of Management Board	Yes	For	For		For
ABC-MART, INC.	1	Approve Allocation of Income, with a Final Dividend of JPY 105	Yes	For	For		For
ABC-MART, INC.	2.1	Elect Director Noguchi, Minoru	Yes	For	For		For
ABC-MART, INC.	2.2	Elect Director Katsunuma, Kiyoshi	Yes	For	For		For
ABC-MART, INC.	2.3	Elect Director Kojima, Jo	Yes	For	For		For
ABC-MART, INC.	2.4	Elect Director Kikuchi, Takashi	Yes	For	For		For
ABC-MART, INC.	2.5	Elect Director Hattori, Kiichiro	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ABC-MART, INC.	3.1	Elect Director and Audit Committee Member Matsuoka, Tadashi	Yes	For	Against		Against
ABC-MART, INC.	3.2	Elect Director and Audit Committee Member Sugahara, Taio	Yes	For	For		For
ABC-MART, INC.	3.3	Elect Director and Audit Committee Member Toyoda, Ko	Yes	For	For		For
Izumi Co., Ltd.	1	Approve Allocation of Income, with a Final Dividend of JPY 40	Yes	For	For		For
Izumi Co., Ltd.	2.1	Elect Director Yamanishi, Yasuaki	Yes	For	For		For
Izumi Co., Ltd.	2.2	Elect Director Kajihara, Yuichiro	Yes	For	For		For
Izumi Co., Ltd.	2.3	Elect Director Mikamoto, Tatsuya	Yes	For	For		For
Izumi Co., Ltd.	2.4	Elect Director Nakamura, Toyomi	Yes	For	For		For
Izumi Co., Ltd.	2.5	Elect Director Honda, Masahiko	Yes	For	For		For
Izumi Co., Ltd.	2.6	Elect Director Nitori, Akio	Yes	For	For		For
Izumi Co., Ltd.	2.7	Elect Director Yoneda, Kunihiko	Yes	For	For		For
Izumi Co., Ltd.	3	Approve Director Retirement Bonus	Yes	For	Against		Against
Prosegur Compania de Segurida	1	Approve Consolidated and Standalone Financial Statements	Yes	For	For		For
Prosegur Compania de Segurida	2	Approve Allocation of Income and Dividends	Yes	For	For		For
Prosegur Compania de Segurida	3	Approve Non-Financial Information Report	Yes	For	For		For
Prosegur Compania de Segurida	4	Approve Discharge of Board	Yes	For	For		For
Prosegur Compania de Segurida	5	Renew Appointment of KPMG Auditores as Auditor for FY 2019	Yes	For	For		For
Prosegur Compania de Segurida	6	Appoint Ernst & Young as Auditor for FY 2020, 2021 and 2022	Yes	For	For		For
Prosegur Compania de Segurida	7	Reelect Helena Revoredo Delvecchio as Director	Yes	For	Against		For
Prosegur Compania de Segurida	8	Reelect Christian Gut Revoredo as Director	Yes	For	For		For
Prosegur Compania de Segurida	9	Reelect Isidro Fernandez Barreiro as Director	Yes	For	Against		For
Prosegur Compania de Segurida	10	Reelect Chantal Gut Revoredo as Director	Yes	For	Against		For
Prosegur Compania de Segurida	11	Reelect Fernando D'Ornellas Silva as Director	Yes	For	For		For
Prosegur Compania de Segurida	12	Advisory Vote on Remuneration Report	Yes	For	For		For
Prosegur Compania de Segurida	13	Approve Reduction in Share Capital via Amortization of Treasury Shares	Yes	For	For		For
Prosegur Compania de Segurida	14	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	Yes	For	For		For
Prosegur Compania de Segurida	15	Authorize Board to Ratify and Execute Approved Resolutions	Yes	For	For		For
Samsonite International SA	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Samsonite International SA	2	Approve Allocation of Results for the Year 2018	Yes	For	For		For
Samsonite International SA	3	Approve Cash Distribution	Yes	For	For		For
Samsonite International SA	4a	Elect Timothy Charles Parker as Director	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Samsonite International SA	4b	Elect Paul Kenneth Etchells as Director	Yes	For	For		For
Samsonite International SA	4c	Elect Bruce Hardy McLain as Director	Yes	For	For		For
Samsonite International SA	5	Renew Mandate Granted to KPMG Luxembourg as Statutory Auditor	Yes	For	For		For
Samsonite International SA	6	Approve KPMG LLP as External Auditor	Yes	For	For		For
Samsonite International SA	7	Authorize Issuance Shares Up to 10 Percent of the Total Issued Shares	Yes	For	For		For
Samsonite International SA	8	Authorize Repurchase of Issued Share Capital	Yes	For	For		For
Samsonite International SA	9	Approve Grant of Restricted Share Units Pursuant to the Share Award Scheme	Yes	For	Against		For
Samsonite International SA	10	Amend Share Award Scheme	Yes	For	Against		For
Samsonite International SA	11	Approve Grant of Restricted Share Units to Kyle Francis Gendreau Under the Share Award Scheme	Yes	For	Against		For
Samsonite International SA	12	Approve Grant of Restricted Share Units to Other Connected Participants Under the Share Award Scheme	Yes	For	Against		For
Samsonite International SA	13	Approve Discharge of Directors and Auditors	Yes	For	For		For
Samsonite International SA	14	Approve Remuneration of Directors	Yes	For	For		For
Samsonite International SA	15	Authorize Board to Fix the Remuneration of KPMG Luxembourg	Yes	For	For		For
Rubis SCA	1	Approve Financial Statements and Statutory Reports	Yes	For	For		For
Rubis SCA	2	Approve Consolidated Financial Statements and Statutory Reports	Yes	For	For		For
Rubis SCA	3	Approve Allocation of Income and Dividends of EUR 1.59 per Share and of EUR 0.79 per Preferred Shares	Yes	For	For		For
Rubis SCA	4	Approve Stock Dividend Program	Yes	For	For		For
Rubis SCA	5	Reelect Chantal Mazzacurati as Supervisory Board Member	Yes	For	For		For
Rubis SCA	6	Reelect Marie Helene Dessailly as Supervisory Board Member	Yes	For	For		For
Rubis SCA	7	Elect Aurelie Goulart Lechevalier as Supervisory Board Member	Yes	For	For		For
Rubis SCA	8	Elect Carole Fiquemont as Supervisory Board Member	Yes	For	For		For
Rubis SCA	9	Elect Marc-Olivier Laurent as Supervisory Board Member	Yes	For	For		For
Rubis SCA	10	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 200,000	Yes	For	For		For
Rubis SCA	11	Approve Compensation of Gilles Gobin, General Manager	Yes	For	For		For
Rubis SCA	12	Approve Compensation of Sorgema SARL, General Manager	Yes	For	For		For
Rubis SCA	13	Approve Compensation of Agena SAS, General Manager	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Rubis SCA	14	Approve Compensation of Olivier Heckenroth, Chairman of the Supervisory Board	Yes	For	For		For
Rubis SCA	15	Authorize Repurchase of Up to 1 Percent of Issued Share Capital	Yes	For	For		For
Rubis SCA	16	Approve Auditors' Special Report on Related-Party Transactions	Yes	For	For		For
Rubis SCA	17	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-19 and 21-24 at EUR 32 Million	Yes	For	For		For
Rubis SCA	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 24 Million	Yes	For	For		For
Rubis SCA	19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Yes	For	For		For
Rubis SCA	20	Authorize Capitalization of Reserves of Up to EUR 9.7 Million for Bonus Issue or Increase in Par Value	Yes	For	For		For
Rubis SCA	21	Authorize Capital Increase of up to EUR 8 Million for Contributions in Kind	Yes	For	For		For
Rubis SCA	22	Authorize up to 1.25 Percent of Issued Capital for Use in Restricted Stock Plans	Yes	For	For		For
Rubis SCA	23	Authorize up to 0.25 Percent of Issued Capital for Use in Stock Option Plans	Yes	For	For		For
Rubis SCA	24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Yes	For	For		For
Rubis SCA	25	Amend Article 1 of Bylaws Re: Company Form	Yes	For	For		For
Rubis SCA	26	Authorize Filing of Required Documents/Other Formalities	Yes	For	For		For
Zenkoku Hoshu Co., Ltd.	1	Approve Allocation of Income, with a Final Dividend of JPY 87	Yes	For	For		For
Chroma Ate, Inc.	1	Approve Business Report and Financial Statements	Yes	For	For		For
Chroma Ate, Inc.	2	Approve Profit Distribution	Yes	For	For		For
Chroma Ate, Inc.	3	Amend Articles of Association	Yes	For	For		For
Chroma Ate, Inc.	4	Amend Procedures Governing the Acquisition or Disposal of Assets	Yes	For	For		For
Chroma Ate, Inc.	5	Amend Trading Procedures Governing Derivatives Products	Yes	For	For		For
Harmonic Drive Systems, Inc.	1	Approve Allocation of Income, with a Final Dividend of JPY 19	Yes	For	For		For
Harmonic Drive Systems, Inc.	2.1	Elect Director Ito, Mitsumasa	Yes	For	For		For
Harmonic Drive Systems, Inc.	2.2	Elect Director Nagai, Akira	Yes	For	For		For

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Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Harmonic Drive Systems, Inc.	2.3	Elect Director Yasue, Hideo	Yes	For	For		For
Harmonic Drive Systems, Inc.	2.4	Elect Director Maruyama, Akira	Yes	For	For		For
Harmonic Drive Systems, Inc.	2.5	Elect Director Ito, Yoshinori	Yes	For	For		For
Harmonic Drive Systems, Inc.	2.6	Elect Director Ito, Yoshimasa	Yes	For	For		For
Harmonic Drive Systems, Inc.	2.7	Elect Director Yoshida, Haruhiko	Yes	For	For		For
Harmonic Drive Systems, Inc.	2.8	Elect Director Sakai, Shinji	Yes	For	For		For
Harmonic Drive Systems, Inc.	2.9	Elect Director Nakamura, Masanobu	Yes	For	For		For
Harmonic Drive Systems, Inc.	3	Approve Annual Bonus	Yes	For	For		For
ARUHI Corp.	1	Approve Allocation of Income, with a Final Dividend of JPY 22	Yes	For	For		For
ARUHI Corp.	2.1	Elect Director Hamada, Hiroshi	Yes	For	For		For
ARUHI Corp.	2.2	Elect Director Yoshida, Keiichi	Yes	For	For		For
ARUHI Corp.	2.3	Elect Director Ide, Tokiko	Yes	For	For		For
ARUHI Corp.	2.4	Elect Director Hiura, Toshihiko	Yes	For	For		For
ARUHI Corp.	2.5	Elect Director Oshida, Hiroyuki	Yes	For	For		For
ARUHI Corp.	3	Appoint Statutory Auditor Nakano, Takeshi	Yes	For	For		For
ARUHI Corp.	4	Appoint Alternate Statutory Auditor Inoue, Akihiro	Yes	For	For		For
Benefit One Inc.	1	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Yes	For	For		For
Benefit One Inc.	2.1	Elect Director Fukasawa, Junko	Yes	For	For		For
Benefit One Inc.	2.2	Elect Director Shiraishi, Norio	Yes	For	For		For
Benefit One Inc.	2.3	Elect Director Tanaka, Hideyo	Yes	For	For		For
Benefit One Inc.	2.4	Elect Director Ozaki, Kenji	Yes	For	For		For
Benefit One Inc.	3.1	Elect Director and Audit Committee Member Umekita, Takuo	Yes	For	For		For
Benefit One Inc.	3.2	Elect Director and Audit Committee Member Kubo, Nobuyasu	Yes	For	For		For
Benefit One Inc.	3.3	Elect Director and Audit Committee Member Hamada, Toshiaki	Yes	For	For		For
Benefit One Inc.	3.4	Elect Director and Audit Committee Member Fujiike, Tomonori	Yes	For	For		For
Benefit One Inc.	4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Yes	For	For		For
Benefit One Inc.	5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Yes	For	For		For
Benefit One Inc.	6	Approve Trust-Type Equity Compensation Plan	Yes	For	For		For
DISCO Corp.	1	Approve Allocation of Income, with a Final Dividend of JPY 208	Yes	For	For		For

B.3.b.1.a.

TIMESQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
DISCO Corp.	2	Amend Articles to Clarify Provisions on Alternate Statutory Auditors	Yes	For	For		For
DISCO Corp.	3.1	Elect Director Sekiya, Kazuma	Yes	For	For		For
DISCO Corp.	3.2	Elect Director Yoshinaga, Noboru	Yes	For	For		For
DISCO Corp.	3.3	Elect Director Sekiya, Hideyuki	Yes	For	For		For
DISCO Corp.	3.4	Elect Director Tamura, Takao	Yes	For	For		For
DISCO Corp.	3.5	Elect Director Inasaki, Ichiro	Yes	For	For		For
DISCO Corp.	3.6	Elect Director Tamura, Shinichi	Yes	For	For		For
DISCO Corp.	4.1	Appoint Statutory Auditor Takayanagi, Tadao	Yes	For	Against		For
DISCO Corp.	4.2	Appoint Statutory Auditor Yamaguchi, Yusei	Yes	For	Against		For
DISCO Corp.	4.3	Appoint Statutory Auditor Tokimaru, Kazuyoshi	Yes	For	For		For
en-Japan, Inc.	1	Approve Allocation of Income, with a Final Dividend of JPY 62.8	Yes	For	For		For
en-Japan, Inc.	2	Appoint Statutory Auditor Odo, Masahiko	Yes	For	For		For
en-Japan, Inc.	3	Appoint Alternate Statutory Auditor Otsuki, Tomoyuki	Yes	For	Against		For
IRISO Electronics Co., Ltd.	1	Approve Allocation of Income, with a Final Dividend of JPY 60	Yes	For	For		For
IRISO Electronics Co., Ltd.	2.1	Elect Director Sato, Sadao	Yes	For	Against		For
IRISO Electronics Co., Ltd.	2.2	Elect Director Yuki, Ikuo	Yes	For	Against		For
IRISO Electronics Co., Ltd.	2.3	Elect Director Chiba, Toshiyuki	Yes	For	For		For
IRISO Electronics Co., Ltd.	2.4	Elect Director Hara, Mitsuru	Yes	For	For		For
IRISO Electronics Co., Ltd.	2.5	Elect Director Takeda, Keiji	Yes	For	For		For
IRISO Electronics Co., Ltd.	2.6	Elect Director Suzuki, Hitoshi	Yes	For	For		For
IRISO Electronics Co., Ltd.	2.7	Elect Director Miyauchi, Toshihiko	Yes	For	For		For
Nihon M&A Center Inc.	1	Approve Allocation of Income, with a Final Dividend of JPY 12	Yes	For	For		For
Nihon M&A Center Inc.	2.1	Elect Director Wakebayashi, Yasuhiro	Yes	For	For		For
Nihon M&A Center Inc.	2.2	Elect Director Miyake, Suguru	Yes	For	For		For
Nihon M&A Center Inc.	2.3	Elect Director Naraki, Takamaro	Yes	For	For		For
Nihon M&A Center Inc.	2.4	Elect Director Otsuki, Masahiko	Yes	For	For		For
Nihon M&A Center Inc.	2.5	Elect Director Takeuchi, Naoki	Yes	For	For		For
Nihon M&A Center Inc.	2.6	Elect Director Mori, Tokihiko	Yes	For	For		For
Nihon M&A Center Inc.	3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Yes	For	For		For
Japan Lifeline Co., Ltd.	1	Approve Allocation of Income, with a Final Dividend of JPY 29	Yes	For	For		For
Japan Lifeline Co., Ltd.	2.1	Elect Director Suzuki, Keisuke	Yes	For	For		For
Japan Lifeline Co., Ltd.	2.2	Elect Director Suzuki, Atsuhiro	Yes	For	For		For
Japan Lifeline Co., Ltd.	2.3	Elect Director Takahashi, Shogo	Yes	For	For		For
Japan Lifeline Co., Ltd.	2.4	Elect Director Nogami, Kazuhiko	Yes	For	For		For

B.3.b.1.a.

TIMESQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Japan Lifeline Co., Ltd.	2.5	Elect Director Yamada, Kenji	Yes	For	For		For
Japan Lifeline Co., Ltd.	2.6	Elect Director Watanabe, Osamu	Yes	For	For		For
Japan Lifeline Co., Ltd.	2.7	Elect Director Takamiya, Toru	Yes	For	For		For
Japan Lifeline Co., Ltd.	2.8	Elect Director Idei, Tadashi	Yes	For	For		For
Japan Lifeline Co., Ltd.	2.9	Elect Director Hoshiba, Yumiko	Yes	For	For		For
Japan Lifeline Co., Ltd.	2.10	Elect Director Sasaki, Fumihiko	Yes	For	For		For
Japan Lifeline Co., Ltd.	2.11	Elect Director Ikei, Yoshiaki	Yes	For	For		For
AirAsia Group Bhd.	1	Approve Directors' Remuneration	Yes	For	For		For
AirAsia Group Bhd.	2	Elect Abdel Aziz @ Abdul Aziz Bin Abu Bakar as Director	Yes	For	For		For
AirAsia Group Bhd.	3	Elect Stuart L. Dean as Director	Yes	For	For		For
AirAsia Group Bhd.	4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Yes	For	For		For
AirAsia Group Bhd.	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Yes	For	For		For
AirAsia Group Bhd.	6	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	Yes	For	For		For
AirAsia Group Bhd.	7	Authorize Share Repurchase Program	Yes	For	For		For
Orpea SA	1	Approve Financial Statements and Statutory Reports	Yes	For	For		For
Orpea SA	2	Approve Consolidated Financial Statements and Statutory Reports	Yes	For	For		For
Orpea SA	3	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Yes	For	For		For
Orpea SA	4	Approve Severance Agreement with Yves Le Masne	Yes	For	Against		For
Orpea SA	5	Approve Severance Agreement with Jean-Claude Brdenk	Yes	For	Against		For
Orpea SA	6	Approve Auditors' Special Report on Related-Party Transactions	Yes	For	For		For
Orpea SA	7	Ratify Appointment of Moritz Krautkramer as Director	Yes	For	For		For
Orpea SA	8	Reelect Philippe Charrier as Director	Yes	For	For		For
Orpea SA	9	Reelect Yves Le Masne as Director	Yes	For	For		For
Orpea SA	10	Reelect FFP Invest as Director	Yes	For	For		For
Orpea SA	11	Reelect Joy Verle as Director	Yes	For	For		For
Orpea SA	12	Approve Compensation of Philippe Charrier, Chairman of the Board	Yes	For	For		For
Orpea SA	13	Approve Compensation of Yves Le Masne, CEO	Yes	For	For		For
Orpea SA	14	Approve Compensation of Jean-Claude Brdenk, Vice-CEO	Yes	For	For		For
Orpea SA	15	Approve Remuneration Policy of Philippe Charrier, Chairman of the Board	Yes	For	For		For
Orpea SA	16	Approve Remuneration Policy of Yves Le Masne, CEO	Yes	For	For		For
Orpea SA	17	Approve Remuneration Policy of Jean-Claude Brdenk, Vice-CEO	Yes	For	For		For

B.3.b.1.a.

TIMESQUARE

Investment Manager Proxy Votes January - June 2019 Compared to ISS and Glass Lewis Recommendations

Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Orpea SA	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Yes	For	Against		Against
Orpea SA	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Yes	For	For		For
Orpea SA	20	Amend Article 26 of Bylaws to Comply with Legal Changes Re: General Meeting Participation	Yes	For	For		For
Orpea SA	21	Authorize Filing of Required Documents/Other Formalities	Yes	For	For		For



Phone 415 473-6147
Fax (benefits) 415 473-3612
Fax (admin) 415 473-4179
MCERA.org

May 7, 2020

To: Members of the Governance Committee
Marin County Employees' Retirement Association (MCERA)

From: Jeff Wickman
Retirement Administrator

Subject: Proxy Voting Questions and Responses

Background

At your December 17, 2019 meeting, the Committee reviewed proxy votes cast by MCERA's equity managers over the prior six months. During this review follow-up questions were identified based on proxy votes cast by Dimensional Fund Advisors (DFA) and State Street Global Advisors (SSGA). The following represents the questions that were posed to each manager and the manager's response:

Dimensional Fund Advisors (DFA)

Regarding the issues of votes cast on "say on pay" and disclosure of political expenditures, the Committee continues to be concerned that DFA votes contrary to the guidelines outlined in MCERA's Proxy Voting and Corporate Governance Policy, noting that in some situations DFA votes against management recommendations to review pay packages on an annual basis. Can you provide an explanation of what it might take to bring the voting practices in line with MCERA's voting guidelines?

Response

After conferring with their Portfolio Management and Corporate Governance teams, DFA reported that there are two possible options they could provide MCERA:

- a. MCERA takes back voting proxies for the account, or
- b. Utilize the Institutional Shareholder Services (ISS) custom "say on pay" Policy option. If MCERA chose this option, it would require approval from the DFA CIO since it deviates from the way they currently vote proxies. If MCERA does decide that it wants to pursue annual say on pay, there is a cost from ISS of \$2,500 per year for voting on an annual frequency rather than triennial. The cost only includes the one change and would likely

increase if there are further customization requests. The cost would be allocated to DFA under its ISS contract and then would need to be invoiced to the account.

State Street Global Advisors (SSGA)

Regarding the issue of votes cast on CEO Pay, the Committee noted that SSGA has increased the number of abstentions cast for pay packages. As a result, the original question remains, when will the abstentions become “no” votes? Can you provide an explanation of what it might take to make this change happen?

Response

SSGA indicated that their response was the same as previously provided regarding abstentions (see attached). CEO pay votes are assessed on a case-by-case basis and SSGA’s voting to abstain reflects the nuance of compensation issues.

Should MCERA have a desire to vote differently, it has the option to hire and engage directly with a third-party proxy voting service to develop its own proxy voting guidelines and vote proxies according to such guidelines. The alternative is what is in place at this time, which is for SSGA to vote according to SSGA’s proxy voting guidelines.

Transparency in Pay Evaluation: Adoption of Abstain as a Vote Option on Management Compensation Resolutions

April 2019

Key Takeaways

- Ahead of the 2018 proxy season, State Street Global Advisors announced that in addition to the use of ‘For’ and ‘Against’ vote options on management compensation resolutions we will introduce an ‘Abstain’ vote, in situations when we cannot provide unqualified support for compensation proposals globally.
- We believe that this change will result in companies being more responsive to our vote on pay proposals and subsequent engagement efforts, thereby improving impact.
- We cannot predict all instances when we will use an ‘Abstain’ vote but based on past practice typical cases would include:
 - Large one-time payments that cannot be justified or explained
 - Lack of adequate disclosure or some concerns with performance metrics but recognition of strong long-term performance etc.
 - Where companies have responded to some but not all of our concerns.
- There will be no change to State Street Global Advisors’ Asset Stewardship Team’s evaluation of compensation votes.

Our Approach to Compensation Proposals

- We recognize the increasing reputational risk that poorly structured executive compensation plans pose to companies.
- We utilize our proxy voting guidelines and proprietary compensation screens to identify companies where pay practices may be of concern. Consequently, screened companies are reviewed manually by the Asset Stewardship Team to reach a vote decision. The team reviews over 1,900 pay votes annually.
- Our framework for analyzing compensation proposals includes:

- Evaluation of pay for performance alignment: Assessment of C-suite pay relative to peer group and long-term performance
- Scenario testing of executive compensation packages to threshold, target and stretch goals established by the board to understand the variability of the total compensation
- Assessment of the balance and variability between short-term and long-term plans
- Assessment of the link between long-term strategy and pay drivers
- Where we feel that companies are not receptive to our concerns we will vote against compensation proposals.

Our Historic Compensation Voting Practices

Prior to 2018, State Street Global Advisors used two voting options for compensation proposals: ‘For’ and ‘Against’ and in most cases our rationale for votes ‘Against’ compensation proposals included:

- Pay packages were misaligned in terms of performance and pay-out
- There was a lack of adequate disclosure on short-term/long-term pay-outs
- There was inadequate disclosure on how pay metrics are aligned to long-term strategy
- Pay plans contained re-testing of performance metrics or repricing of options

As such compensation proposals that were not fully in line with our expectations based on concerns that were not significant enough to warrant an ‘Against’ vote, received a qualified ‘For’ vote. Subsequently, such votes were then tracked internally to be analyzed in the following year with some companies being targeted for engagement.

Transparency in Pay Evaluation: Adoption of Abstain as a Vote Option on Management Compensation Resolutions

Benefits of ‘Abstain’ as a Vote Option: Driving Impact through Transparency

Beginning with the 2018 proxy season, we will exercise ‘Abstain’ as a vote option, in situations where we cannot provide unqualified support for compensation. In addition we may also use an ‘Abstain’ vote where companies have responded to some but not all of our concerns on pay.

However, the use of an ‘Abstain’ vote should not be considered as an outright rejection of a specific pay plan, but as qualified support based on some reservations. For example, in the past where we had concerns around a specific pay structure or one-off payments we may have supported such pay proposals with unease or a “heavy heart.” Therefore, the use of an ‘Abstain’ vote allows us to demonstrate more clearly our qualified support for pay proposals where we have concerns and increase transparency to both companies and clients.

Consequently, the introduction of an ‘Abstain’ will increase transparency and positive impact by:

- Providing a clear signal to investee companies where we have reservations or unease concerning compensation
- Increasing the pro-activeness of companies to our vote and subsequent engagement on pay

- Enhanced transparency on compensation-related votes. ‘Abstain’ is a vote option on proxy cards and its use will now be reflected in the voting record that we publish annually
- Previously, ‘Abstain’ has been characterized as a vote of “no opinion” on management resolutions and therefore was not actively used, but going forward we will use it to signal support with reservations on management compensation resolutions
- Improving accuracy and/or peer comparisons of voting record

Impact of ‘Abstain’ Vote on Our Approach to Compensation Proposals

- There will be no change to the Asset Stewardship Team’s evaluation of compensation votes and we will continue to evaluate executive compensation using our custom proxy voting guidelines and proprietary compensation screens.
- The introduction of the ‘Abstain’ vote for compensation-related proposals is expected to cause a decrease in our reported votes ‘For’ management’s recommendation.
- Figure 1 below illustrates typical examples for our votes ‘For’ and ‘Against’ on pay and circumstances where we may consider the use of an ‘Abstain’ vote.

Figure 1: Examples of Vote Decisions on Compensation Proposals

State Street Global Advisors’ Vote on Compensation	Potential Rationale for Vote Decision
For	<ul style="list-style-type: none"> • Pay metrics are clearly disclosed and aligned to strategy and the pay structure supports long-term value creation. • Pay is aligned with long-term company performance.
Against	<ul style="list-style-type: none"> • Pay quantum is excessive despite poor performance. • Disclosure of the specific performance targets for long-term/short-term plans is inadequate. • The pay program includes a re-testing feature.
Abstain	<ul style="list-style-type: none"> • A one-time award grant is made for retention purposes and is not deemed to be excessive and company performance is strong. • Company has responded to some of our concerns on pay, but other significant concerns persist. • There is a lack of adequate disclosure or some concerns with performance metrics but there is evidence of strong long-term performance.

Source: State Street Global Advisors’ Asset Stewardship Team.

Transparency in Pay Evaluation: Adoption of Abstain as a Vote Option on Management Compensation Resolutions

Contact Us

Robert Walker, Managing Director, Head of EMEA
Asset Stewardship

Robert.Walker@ssga.com | +44 (0)20 3395 6760

Matt DiGuiseppe, Vice President, Head of Americas
Asset Stewardship

Matthew.DiGuiseppe@ssga.com | +1 617 664 5056

Rakhi Kumar, Senior Managing Director, Head of ESG
Investments and Asset Stewardship

Rakhi.Kumar@ssga.com | +1 617 664 5556

ssga.com

State Street Global Advisors Worldwide Entities

Abu Dhabi: State Street Global Advisors Limited, Middle East Branch, 42801, 28, Al Khateem Tower, Abu Dhabi Global Market Square, Al Mayah Island, Abu Dhabi, United Arab Emirates. Regulated by ADGM Financial Services Regulatory Authority. T: +971 2 245 9000. **Australia:** State Street Global Advisors, Australia, Limited (ABN 42 003 914 225) is the holder of an Australian Financial Services Licence (AFSL Number 238276). Registered office: Level 17, 420 George Street, Sydney, NSW 2000, Australia T: +612 9240 7600. F: +612 9240 7611. **Belgium:** State Street Global Advisors Belgium, Chaussée de La Hulpe 120, 1000 Brussels, Belgium. T: 32 2 663 2036, F: 32 2 672 2077. SSGA Belgium is a branch office of State Street Global Advisors Limited. State Street Global Advisors Ireland Limited, registered in Ireland with company number 145221, authorized and regulated by the Central Bank of Ireland, and whose registered office is at 78 Sir John Rogerson's Quay, Dublin 2. **Canada:** State Street Global Advisors, Ltd., 770 Sherbrooke Street West, Suite 1200 Montreal, Quebec, H3A 1G1, T: +514 282 2400 and 30 Adelaide Street East Suite 500, Toronto, Ontario M5C 3G6. T: +647 775 5900. **Dubai:** State Street Global Advisors Limited, DIFC Branch, Central Park Towers, Suite 15-38 (15th floor), P.O Box 26838, Dubai International Financial Centre (DIFC), Dubai, United Arab Emirates. Regulated by the Dubai Financial Services Authority (DFSA). T: +971 (0)4 4372800, F: +971 (0)4 4372818. **France:** State Street Global Advisors Ireland Limited, Paris branch is a branch of State Street Global Advisors Ireland Limited, registered in Ireland with company number 145221, authorized and regulated by the Central Bank of Ireland, and whose registered office is at 78 Sir John Rogerson's Quay, Dublin 2. State Street Global Advisors Ireland Limited, Paris Branch, is registered in France with company number RCS Nanterre 832 734 602 and whose office is at Immeuble Défense Plaza, 23-25 rue Delarivière-Lefoullon, 92064 Paris La Défense Cedex, France. T: (+33) 1 44 45 40 00. F: (+33) 1 44 45 41 92. **Germany:** State Street Global Advisors GmbH, Brienner Strasse 59, D-80333 Munich. Authorized and regulated by the Bundesanstalt für Finanzdienstleistungsaufsicht ("BaFin"). Registered with the Register of Commerce Munich HRB 121381. T: +49 (0)89 55878 400. F: +49 (0)89 55878 440. **Hong Kong:** State Street Global Advisors Asia Limited, 68/F, Two International Finance Centre, 8 Finance Street, Central, Hong Kong. T: +852

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Governance Risk Report

02-Jan-2020

Reporting Period: 01-Oct-2019 to 31-Dec-2019

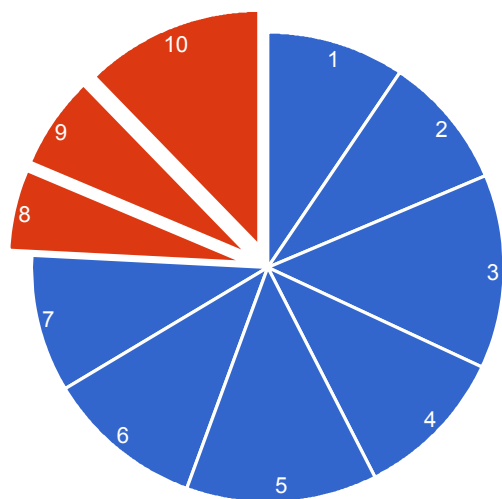
- > Artisan Partners
- > DIMENSIONAL FUND ADVISORS INC.
- > Morgan Stanley Investment Management- New York #132
- > PARAMETRIC PORTFOLIO ASSOC
- > State Street Global Advisors
- > TimesSquare Capital Management, LLC

Largest Portfolio Positions with High Governance Risk

The table below highlights the top 15 largest positions for those companies deemed high-risk, as indicated by an ISS Governance QualityScore between 8 and 10. Companies are only shown if they held a meeting during the reporting period.

Company	Ticker	Position Value (USD) ¹	ISS Governance QualityScore	Board Structure Subscore	Compensation Subscore	Shareholder Rights Subscore	Audit Subscore
Oracle Corporation	ORCL	3.1 M	10	10	10	5	1
The Estee Lauder Companies Inc.	EL	1.7 M	10	10	6	10	1
FirstRand Ltd.	FSR	1.5 M	9	8	6	10	1
Allergan plc	AGN	1.4 M	9	8	7	8	3
Jumbo SA	BELA	1.2 M	10	10	7	9	1
Shoprite Holdings Ltd.	SHP	1.2 M	10	10	4	6	10
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	874	852,834.3	9	8	1	10	3
TransDigm Group Incorporated	TDG	709,548.1	10	10	10	8	5
Tatneft PJSC	TATN	703,494.7	10	9	9	10	1
KLA Corporation	KLAC	692,133.0	8	5	9	6	1
Public Power Corp. SA	PPC	680,486.9	9	9	7	1	9
Vedanta Limited	500295	669,650.2	10	7	7	8	8
Harmony Gold Mining Co. Ltd.	HAR	660,503.1	8	9	4	1	10
RMB Holdings Ltd.	RMH	652,475.3	10	10	10	1	1
GEK Terna Holding Real Estate Construction SA	GEKTERNA	647,641.9	10	9	10	9	1

Portfolio Risk by ISS Governance QualityScore



24%² of the companies within your portfolio that held meetings during the reporting period are high risk, falling within the ISS Governance QualityScore range of 10 through 8.

ISS Governance QualityScore is a data driven scoring and screening solution designed to identify governance risk within companies. ISS Governance QualityScore is derived from publicly disclosed data on the company's governance practices. Scores indicate decile rank relevant to index or region. For more information on ISS Governance QualityScore, visit <https://www.issgovernance.com/solutions/iss-analytics/qualityscore/>.

¹Values are based on shares held on record date for the company's most recently held meeting during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

²Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

Investment Manager Summary

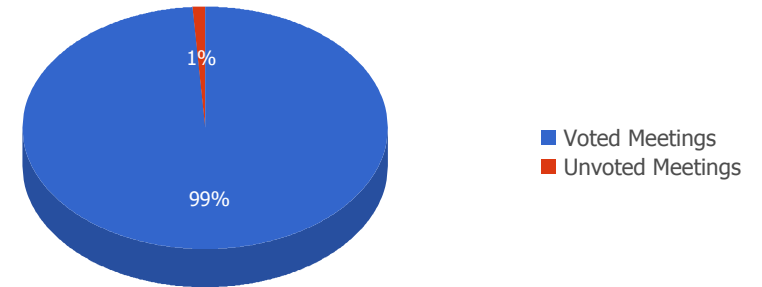
Investment Manager	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 ¹	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy	% of Votes Cast Against Public Fund Policy
Artisan Partners	100%	0%	0%	0%	42%
DIMENSIONAL FUND ADVISORS INC.	98%	19%	12%	4%	28%
Morgan Stanley Investment Management- New York #132	100%	0%	6%	0%	4%
PARAMETRIC PORTFOLIO ASSOC	100%	35%	15%	4%	0%
State Street Global Advisors	100%	29%	8%	7%	34%
TimesSquare Capital Management, LLC	89%	0%	0%	0%	6%
TOTALS	99%	24%	13%	4%	11%

¹Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

Meeting Overview

Category	Number
Votable Meetings	424
Meetings Voted	419
Proxy Contests Voted	2
Meetings with Against Management Votes	193
Meetings with Against ISS Votes	84

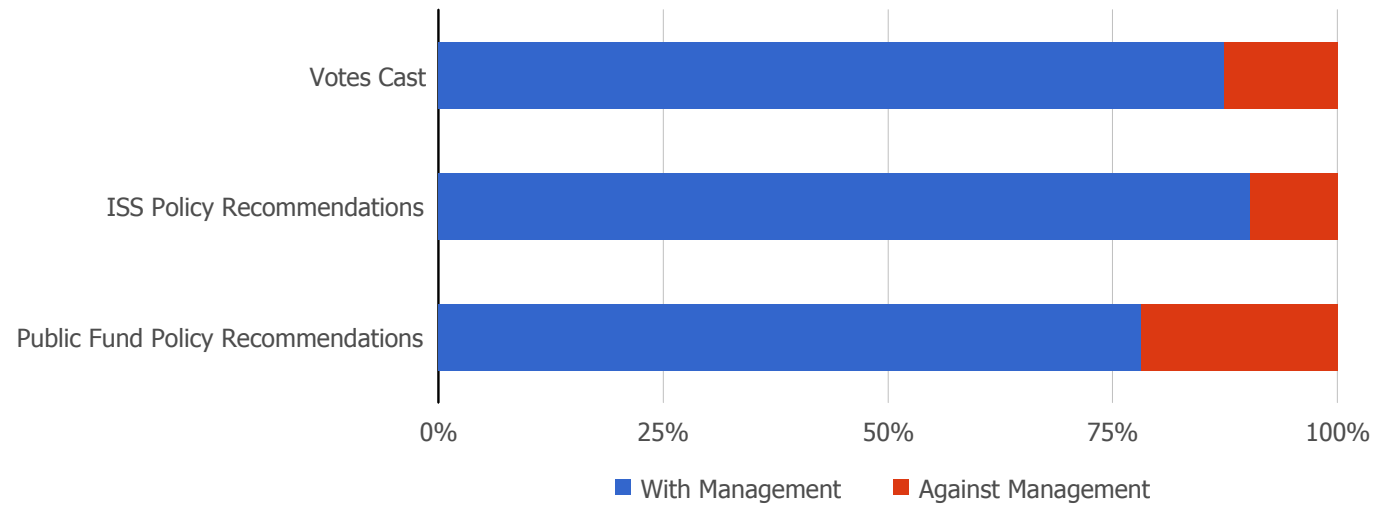
Comparison of Meetings Voted



With 424 meetings available to vote during the period, 419 were voted, equating to approximately 99% of the votable meetings with close to 1% unvoted.

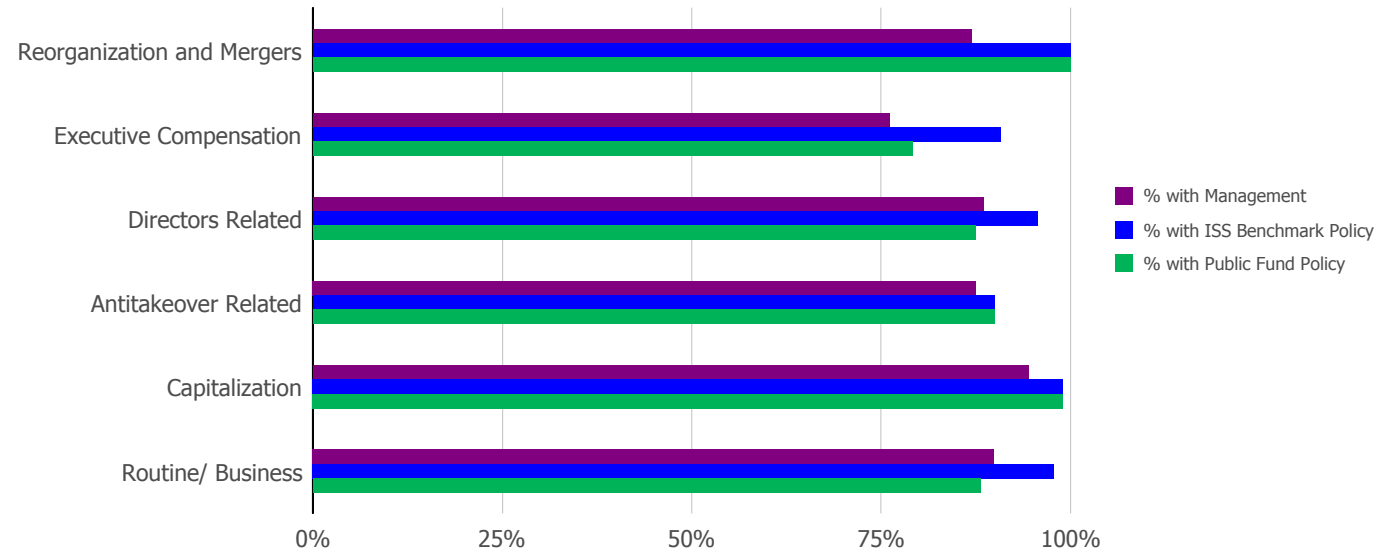
Alignment with Management

- > Comparing vote alignment with management recommendations highlights similarities and differences between investment managers’ governance philosophies and companies’ approach to key corporate governance issues.
- > The votes cast on ballots during the reporting period are aligned with management recommendations in 87% of cases, while the ISS Benchmark Policy recommendations are at 90%.
- > The recommendations of the specialized policy selected as referenced, the Public Fund policy, follow management recommendations for 78% of proposals.



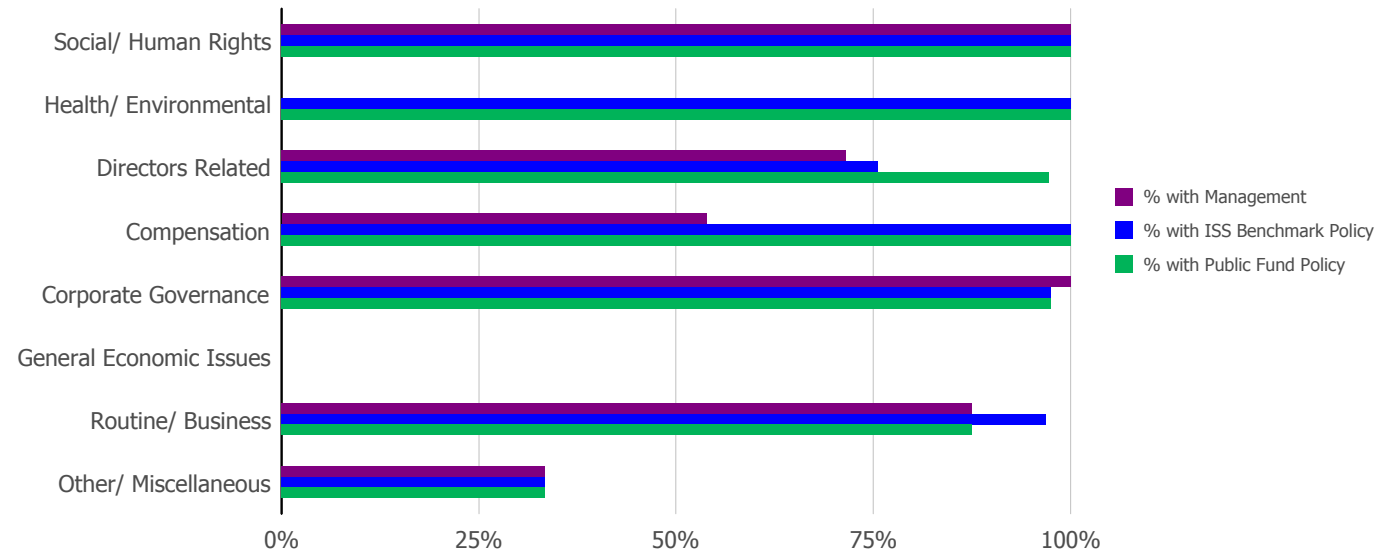
Votes Cast on Management Proposal Categories

- › The breakdown of proposals into the major proposal categories and the comparison of votes cast to management recommendations, ISS Benchmark Policy recommendations and the recommendations of the selected specialized policy, the Public Fund Policy, provide insight into the positioning of votes cast on proposals submitted by management against these benchmarks.
- › Votes cast during the reporting period were least in line with management on Executive Compensation matters, where only 76% of votes followed management recommendations.
- › Across categories, votes cast on management proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Votes Cast on Shareholder Proposal Categories

- › Votes cast on shareholder proposals, in opposition to management, reflect support for proposals submitted by shareholders.
- › During the reporting period, has shown the highest level of support for shareholder proposals related to Health/ Environmental, at 100% and the lowest level of support for shareholder proposals related to Corporate Governance, Social/ Human Rights, with 0% of proposals supported in this category.
- › Across categories, votes cast on shareholder proposals show the closest alignment to the Public Fund Policy guidelines.



Contested Meetings Overview

Company	Ticker	ISS Governance QualityScore	Meeting Date	Position Value (USD)*	ISS Recommended Slate	Slate Voted	Key Takeaways
Occidental Petroleum Corporation	OXY	3	31-Dec-2019	706,081.1	Dissident	Management	<p>> Carl Icahn, a 4.4 percent shareholder who has criticized Occidental's \$38 billion acquisition of Anadarko, is attempting to solicit the consent of at least 20 percent of outstanding shares to ask the board to fix a record date for determining the stockholders entitled to participate in a follow-up consent solicitation in which he will seek to amend the charter and bylaws and replace four members of the board.</p> <p>> Given the large cash component of the Anadarko deal structure, OXY shareholders will not be granted a vote on the merger, and the consequent fact that Occidental is not required to file a proxy statement has limited public disclosure regarding the board's decision process. As evidenced by significant shareholder opposition to the reelection of board members at the company's uncontested AGM in May 2019, there appears to be substantial shareholder frustration with the process by which Occidental acquired Anadarko, if not with the deal itself.</p> <p>> Occidental's governing documents establish a relatively onerous process for shareholders to provide consent. As outlined in the dissident proxy, shareholders must provide several documents, including a Record Date Request Form and a Stockholder Information Questionnaire, as well as detailed information regarding purchases and sales of OXY securities, in addition to instructing their Depository Trust Company (DTC) to take certain actions on their behalf.</p> <p>> It appears that, at a minimum, a more transparent debate regarding the company's strategic direction would be beneficial for shareholders. The cumbersome process that shareholders must undertake in order to exercise certain governance rights, such as providing consent in this solicitation, likewise warrants closer review. Shareholders should therefore PROVIDE CONSENT for the request to fix a record date. Shareholders seeking to provide consent should contact the dissident's proxy solicitor to ensure that all required materials have been properly submitted.</p>
Argo Group International Holdings, Ltd.	ARGO	5	20-Dec-2019	410,630.6	Dissident	Did Not Vote	<p>> Voce Capital Management LLC (Voce), a 5.8 percent shareholder that ran a proxy contest to replace five of Argo's directors at the May 2019 AGM, is soliciting consent to call a special meeting at which it plans to nominate new directors for the board. The threshold to call a special meeting is 10 percent of shares, such that Voce only needs consent from another 4.2 percent of ARGO shareholders.</p> <p>> In the months since the last AGM, at which Voce's campaign was unsuccessful, Argo confirmed an SEC investigation into the company's executive compensation and perquisites disclosures. Following that confirmation, Argo's longstanding CEO has retired and all five directors previously targeted by Voce, including the board chairman and three committee chairs, have announced their intent to retire at the next</p>

Reporting Period: 01-Oct-2019 to 31-Dec-2019

						<p>AGM.</p> <ul style="list-style-type: none"> > The board recommends that shareholders wait until the next AGM, which will take place no later than March 24, 2020, because it believes a shareholder meeting will be more productive with the benefit of the company's 2019 10-K, proxy statement, declassification proposal, revised executive compensation program, and proposed slate of nominees to replace the five departing directors. > Though there may be certain benefits to waiting for an AGM, an EGM at an earlier date appears more advantageous to shareholders given the dramatic change underway in the company's leadership, the ongoing investigation into past compensation disclosures, and the decisions that directors will have to make about the investigation findings. Support for the EGM solicitation is therefore warranted, primarily to allow new independent directors to vet the appropriateness of the succession plan crafted by the departing board leadership, confirm the board's assertion that the business is indeed stable, provide additional oversight of the internal investigation, and evaluate proposed changes to the compensation program – while ensuring that Voce, which has served as the catalyst in this situation by unearthing what appear to be material concerns, plays a robust role in helping reconfigure the board. 	
Farmer Bros. Co.	FARM	3	10-Dec-2019	37,331.4	Management	Management	<ul style="list-style-type: none"> > A shareholder group headlined by former director and founding family member Jeanne Farmer Grossman, which collectively owns approximately 4.9 percent of shares outstanding, has nominated two directors to the eight-member board. > One of the dissident nominees is Grossman's nephew, while the other ran unsuccessfully as a dissident nominee in a proxy contest waged by another founding family member at the 2016 AGM. > FARM is attempting to execute on a revised turnaround strategy, necessitated by financial and operational deterioration under the former CEO. The board has proactively recruited several new directors and a new CEO who appears appropriate for the endeavor, and it is addressing the primary operational concerns raised by the dissident, which has failed to articulate a convincing argument in favor of its nominees or to offer solutions that the board is not already exploring. > As such, the dissident has failed to make a compelling case that further board change is necessary at this time. Support for all management nominees on the management (WHITE) card is warranted. > Transitioning to annual elections for all directors would enhance board accountability to shareholders. However, shareholders should note that Item 4 and Item 5 are not interchangeable. Shareholders should support Item 4 (the management proposal) to effect the declassification, and they should support Item 5 (the shareholder proposal) to express continued support for the process.

*Values are based on shares held on record date for the company's meeting held during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

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Governance Risk Report

02-Apr-2020

Reporting Period: 01-Jan-2020 to 31-Mar-2020

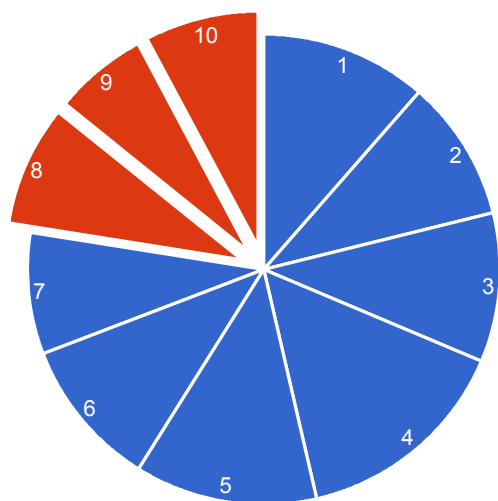
- > Artisan Partners
- > DIMENSIONAL FUND ADVISORS INC.
- > Morgan Stanley Investment Management- New York #132
- > PARAMETRIC PORTFOLIO ASSOC
- > State Street Global Advisors
- > TimesSquare Capital Management, LLC

Largest Portfolio Positions with High Governance Risk

The table below highlights the top 15 largest positions for those companies deemed high-risk, as indicated by an ISS Governance QualityScore between 8 and 10. Companies are only shown if they held a meeting during the reporting period.

Company	Ticker	Position Value (USD) ¹	ISS Governance QualityScore	Board Structure Subscore	Compensation Subscore	Shareholder Rights Subscore	Audit Subscore
Aon plc	AON	36.9 M	8	7	6	8	1
PetroChina Company Limited	857	19.9 M	8	3	9	5	1
The Walt Disney Company	DIS	4.2 M	8	1	10	3	1
Huaneng Power International, Inc.	902	3.9 M	9	2	9	6	3
Bharti Airtel Limited	532454	3.1 M	10	3	10	8	10
China Life Insurance Company Limited	2628	2.5 M	9	5	9	5	1
Angang Steel Company Limited	347	2.3 M	9	5	9	5	2
Hindustan Unilever Limited	500696	2.2 M	10	7	6	8	8
Hellenic Telecommunications Organization SA	HTO	2.0 M	10	9	10	6	5
QUALCOMM Incorporated	QCOM	1.8 M	9	8	10	4	5
Mobile TeleSystems PJSC	MTSS	1.4 M	8	8	10	2	4
Korea Electric Power Corp.	015760	1.2 M	8	8	2	7	2
Kobe Bussan Co., Ltd.	3038	995,031.6	10	9	8	9	1
China Railway Construction Corporation Limited	1186	906,658.1	8	6	9	5	1
Samsung BioLogics Co., Ltd.	207940	851,934.6	10	4	10	10	10

Portfolio Risk by ISS Governance QualityScore



22%² of the companies within your portfolio that held meetings during the reporting period are high risk, falling within the ISS Governance QualityScore range of **10** through **8**.

ISS Governance QualityScore is a data driven scoring and screening solution designed to identify governance risk within companies. ISS Governance QualityScore is derived from publicly disclosed data on the company's governance practices. Scores indicate decile rank relevant to index or region. For more information on ISS Governance QualityScore, visit <https://www.issgovernance.com/solutions/iss-analytics/qualityscore/>.

¹Values are based on shares held on record date for the company's most recently held meeting during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

²Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

Investment Manager Summary

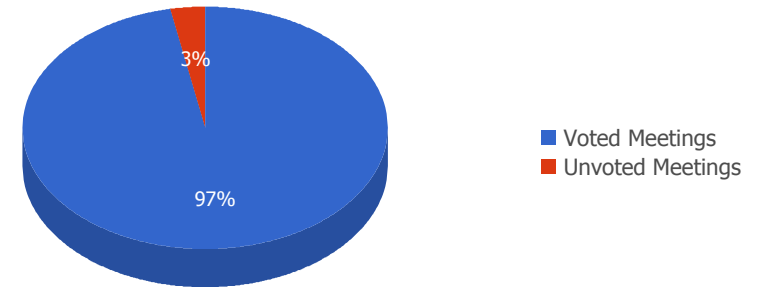
Investment Manager	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 ¹	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy	% of Votes Cast Against Public Fund Policy
Artisan Partners	100%	14%	6%	2%	11%
DIMENSIONAL FUND ADVISORS INC.	98%	19%	9%	3%	33%
Morgan Stanley Investment Management- New York #132	100%	0%	10%	5%	10%
PARAMETRIC PORTFOLIO ASSOC	96%	25%	16%	5%	0%
State Street Global Advisors	100%	30%	4%	5%	31%
TimesSquare Capital Management, LLC	100%	13%	0%	2%	4%
TOTALS	97%	22%	13%	5%	10%

¹Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

Meeting Overview

Category	Number
Votable Meetings	513
Meetings Voted	498
Proxy Contests Voted	2
Meetings with Against Management Votes	244
Meetings with Against ISS Votes	116

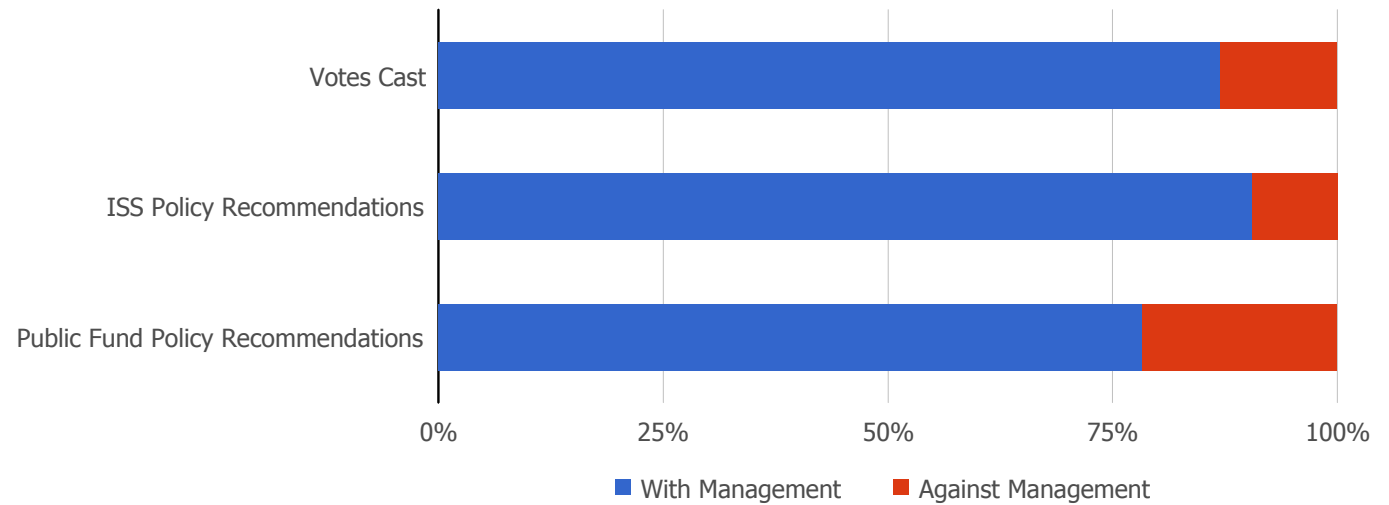
Comparison of Meetings Voted



With 513 meetings available to vote during the period, 498 were voted, equating to approximately 97% of the votable meetings with close to 3% unvoted.

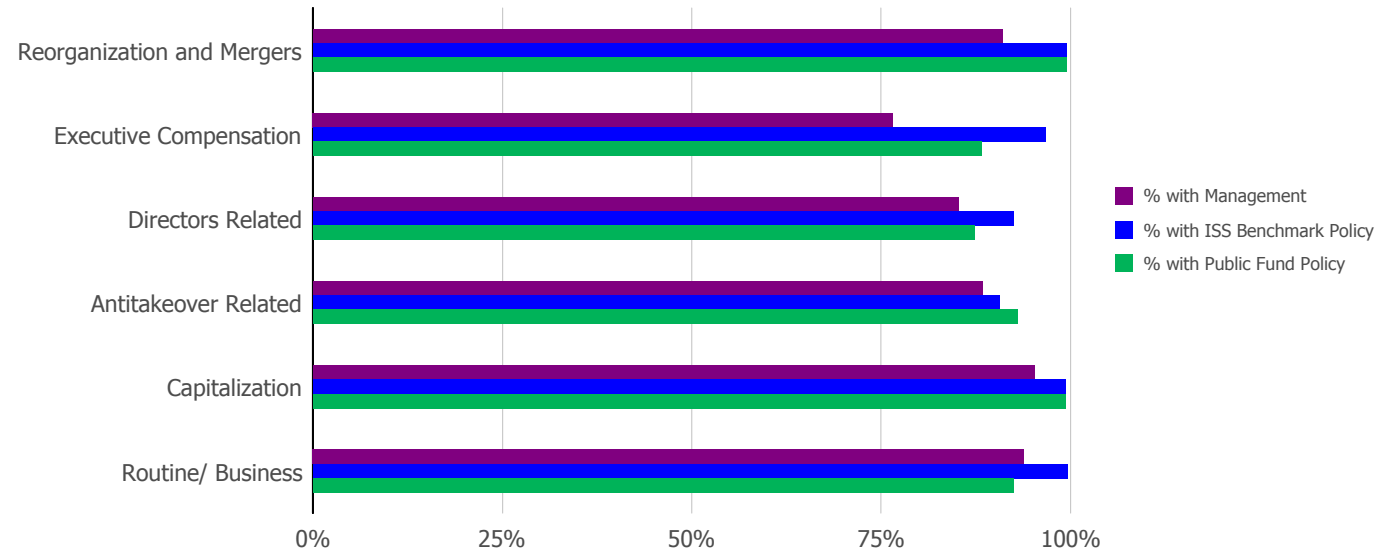
Alignment with Management

- > Comparing vote alignment with management recommendations highlights similarities and differences between investment managers’ governance philosophies and companies’ approach to key corporate governance issues.
- > The votes cast on ballots during the reporting period are aligned with management recommendations in 87% of cases, while the ISS Benchmark Policy recommendations are at 90%.
- > The recommendations of the specialized policy selected as referenced, the Public Fund policy, follow management recommendations for 78% of proposals.



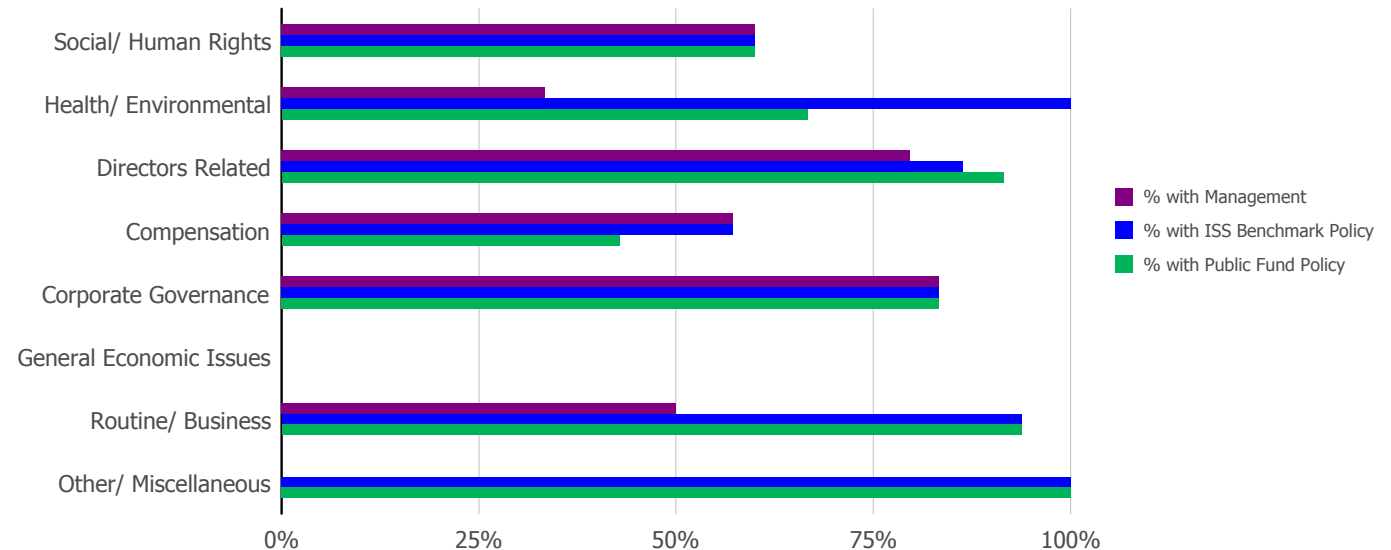
Votes Cast on Management Proposal Categories

- › The breakdown of proposals into the major proposal categories and the comparison of votes cast to management recommendations, ISS Benchmark Policy recommendations and the recommendations of the selected specialized policy, the Public Fund Policy, provide insight into the positioning of votes cast on proposals submitted by management against these benchmarks.
- › Votes cast during the reporting period were least in line with management on Social Proposal matters, where only 0% of votes followed management recommendations.
- › Across categories, votes cast on management proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Votes Cast on Shareholder Proposal Categories

- › Votes cast on shareholder proposals, in opposition to management, reflect support for proposals submitted by shareholders.
- › During the reporting period, has shown the highest level of support for shareholder proposals related to Other/ Miscellaneous, at 100% and the lowest level of support for shareholder proposals related to Corporate Governance, with 17% of proposals supported in this category.
- › Across categories, votes cast on shareholder proposals show the closest alignment to the Public Fund Policy guidelines.



Contested Meetings Overview

Company	Ticker	ISS Governance QualityScore	Meeting Date	Position Value (USD)*	ISS Recommended Slate	Slate Voted	Key Takeaways
Verso Corporation	VRS	6	31-Jan-2020	56,334.8	Dissident	Dissident	<p>> Atlas Holdings LLC and Blue Wolf Capital Partners LLC, with a combined stake of 9.4 percent, are seeking to replace three of seven management nominees standing for election at this annual meeting (Item 1).</p> <p>> Verso's total shareholder return and operational performance have shown mixed results. The company's belated changes to its board and to corporate governance appear to have been in reaction to pressure from the dissident. Taken as a whole, the dissident has made the case that additional change at the board level is needed. The dissident nominees seem qualified to contribute industry expertise and an investor perspective, which could better align the board with the interests of shareholders. As such, votes for two of the three dissident nominees, Sean Erwin and Jeffrey Kirt, are warranted on the dissident (BLUE) card.</p> <p>> The company ran a strategic alternatives process, during which it talked with the dissident about a possible transaction. After the two parties could not agree on a deal, the company agreed to sell two of its paper mills to Pixelle Specialty Solutions LLC for \$400 million (Item 2). The process appears reasonably thorough and the transaction should benefit the company financially. Furthermore, the valuation looks attractive, the market reaction has been positive, and the company's use of proceeds seems reasonable. Therefore, a vote for the asset sale is warranted.</p> <p>> The absence of a plurality carve-out for contested elections largely negates the positive effect of having a majority voting standard (proposed under Item 8) since the absence of a carve-out may favor incumbents in a contested election.</p> <p>> While the poison pill (Item 7) has a one-year term, less than the three-year threshold, it includes a 15 percent trigger and does not contain a qualified offer provision.</p>
Enzo Biochem, Inc.	ENZ	8	25-Feb-2020	7,533.2	Dissident	Dissident	<p>> Harbert Discovery, an 11.8 percent holder, is seeking to replace two of board's five directors (only three of which are standing for election at this meeting due to the classified board).</p> <p>> The dissident has made a compelling case that board change is warranted, as evidenced by operational deterioration, prolonged absolute and relative TSR underperformance, and substandard corporate governance.</p> <p>> Dissident nominee Blank seems qualified to contribute industry expertise and a fresh perspective which would be additive to the board and appears to be sufficient to prompt the board to address</p>



Reporting Period: 01-Jan-2020 to 31-Mar-2020

performance and oversight concerns. As such, votes FOR one of the two dissident nominees, Fabian Blank, are warranted on the dissident (BLUE) card.

*Values are based on shares held on record date for the company's meeting held during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

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**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)
CONFLICT OF INTEREST CODE**

Adopted: November 3, 2010
Amended: February 13, 2013, May 6, 2015, December 9, 2015, May 4, 2016, May 10, 2017,
May 9, 2018, [June 10, 2020](#)

I. PURPOSE

Pursuant to the provisions of the Government Code sections 87300, et seq., the Board of Retirement of MCERA first adopted a Conflict of Interest Code in 2000 by its Resolution No. 00/01-1. The substantive provisions of that Resolution are set forth under "Code Provisions" below. For purposes of facilitating amendments to the Code and its Exhibit 1 and Appendix, the existing Conflict of Interest Code is hereby restated and reconfirmed. Nothing contained herein is intended to modify or abridge the provisions of the Political Reform Act of 1974 (Gov. Code secs. 81000, et seq.).

II. CODE PROVISIONS

A. The terms of 2 Cal. Code of Regs. Section 18730 and any amendments to it duly adopted by the Fair Political Practices Commission are hereby incorporated by reference as "Exhibit 1" and, along with the attached Appendix consisting of Attachments A through E, in which members and employees are designated and disclosure categories are set forth, and the place of filing is specified, shall constitute the Conflict of Interest Code of the Marin County Employees' Retirement Association.

B. Designated employees, including consultants, as set forth on Attachment B of the Appendix shall file Statements of Economic Interests (Form 700s) with the Retirement Administrator, through the MCERA Clerk of the Board, or by using the electronic filing process specified in Attachment E.

C. Upon receipt of the statements from individuals in the identified and designated positions, MCERA shall retain the original of these statements and maintain a record of their receipt.

D. Board members, as set forth on Attachment A of the Appendix, shall file Statements of Economic Interests (Form 700) with the Retirement Administrator, through the MCERA Clerk of the Board, or by using the electronic filing process specified in Attachment E.

E. Upon receipt of the statements from Board members, MCERA shall retain the original of these statements and maintain a record of their receipt.

F. As soon as possible, MCERA will prepare a Form 806 identifying all of the current paid appointments to MCERA standing committees as to which compensation is \$250 or more per annum, and the completed Form will be posted on MCERA's website. Thereafter, the posted Form will be amended to include future appointments. If any appointees to such committees vote on those appointments, the Form 806 will be updated and re-posted prior to, and after, such vote, in accordance with FPPC Regulation 18705.5. The Form 806 will also be amended and re-posted promptly upon any of the following circumstances if such circumstance changes any information included on the Form 806:

(1) the number of scheduled meetings is changed; (2) there is a change in the compensation paid to the members; or (3) there is a change in membership on the standing committee.

III. CODE REVIEW

The Retirement Board shall review this Code at least every even-numbered year to ensure that it remains relevant and appropriate. The Code may be amended from time to time by majority vote of the Board.

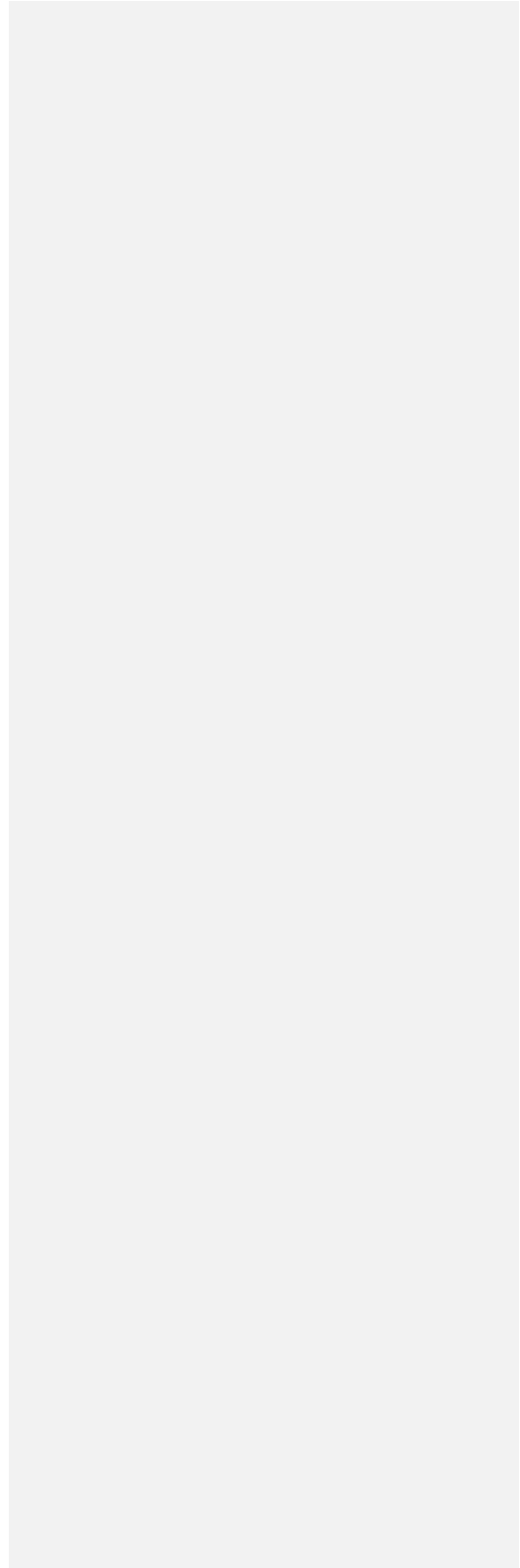
IV. RETIREMENT ADMINISTRATOR'S CERTIFICATE

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify that this policy was revised, and made effective by the Marin County Employees' Retirement Association on June, 2020.

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Retirement Administrator

APPENDIX



ATTACHMENT A

**REQUIRED (STATUTORY) FILERS
CONFLICT OF INTEREST CODE**

MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

Amended: November 3, 2010

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Pursuant to Government Code section 87200 the following Marin County Employees' Retirement Association officials, if any occupies the identified positions, must file Statements of Economic Interests (Form 700s):

POSITION

DISCLOSURE CATEGORIES

Board Members (includes ex officio and alternate)

1

Retirement Administrator

1

ATTACHMENT B
DESIGNATED EMPLOYEES
CONFLICT OF INTEREST CODE
MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Amended: February 13, 2013
Amended: May 6, 2015
Amended: May 4, 2016
Amended: May 9, 2018

Under provisions of the Standard Code, designated employees, including consultants as defined in the Political Reform Act of 1974, shall file Statements of Economic Interests (Form 700s). Listed below are the designated employees, including consultants, of the Marin County Employees' Retirement Association, if any occupy the identified positions, and their respective disclosure categories:

<u>POSITION</u>	<u>DISCLOSURE CATEGORIES</u>
Assistant Retirement Administrator	1
Chief Financial Officer	1
Retirement Manager	1
Accounting Unit Manager	2
Senior Accountant(s)	2
Benefits Supervisor(s)	2
Member Services Technician -- Disabilities	2
Legal Counsel (internal and external)	1
Investment Consultant(s)	1
Investment Managers	2
Real Estate Consultants and Managers	3
Medical Consultant(s)	4
Consulting Actuary	2
Consultants*	1

* Consultants shall be included in the list of designated positions and shall disclose pursuant to the broadest disclosure category in the Code subject to the following limitation:

The Retirement Administrator may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that is limited in scope and thus is not required to fully comply with the disclosure requirements described in this Code. Such written determination shall include a description of the Consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. Such written determination shall also be timely provided to the Governance Committee for its information. The Retirement Administrator's determination is a public record and shall be retained for public inspection in the same manner and location as this Conflict of Interest Code.

ATTACHMENT C
DESIGNATED COMMITTEES & COMMISSIONS MEMBERS
CONFLICT OF INTEREST CODE
MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

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Voting Members of the following appointed committees and commissions shall file statements of economic interests:

NONE

ATTACHMENT D
DISCLOSURE CATEGORIES FOR DESIGNATED POSITIONS
CONFLICT OF INTEREST CODE
MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)

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Amended: May 6, 2015

CATEGORY 1

All sources of income, reportable interest in real property and investments and business positions in business entities located in or doing business in Marin County.

CATEGORY 2

Investments and business positions in business entities and sources of income which provide services, supplies, materials, machinery or equipment of the type utilized by the agency.

CATEGORY 3

Any reportable interest in real property; any reportable investments and business positions held in business entities which have done business with the county government in the previous two (2) years; any reportable income from business entities which have done business with the county government in the previous two (2) years; any reportable income from individuals who are County employees.

CATEGORY 4

Investments and business positions in business entities and income from sources which are providers of health care services, including but not limited to pharmacies, physicians, etc.

Investments and business positions in business entities and/or nonprofit corporations and income from sources which may be the recipient of patient referrals for the delivery of health care services or supplies by the employee's hospitals.

Investments and business positions in business entities or nonprofit corporations and income from sources which are of the type which provide consultant services regarding health care or disabilities to any business entity, agency or nonprofit corporation made reportable by this disclosure category.

CATEGORY 5

All sources of income, investments and business positions in business entities located in or doing business in Marin County.

CATEGORY 6

Any income from any employee of the County.

CATEGORY 7

Reportable interest in real property.

Investments and business positions in any business entity located in or doing business in Marin County or income from any source if the business entity or source of income manufactures or sells supplies, machinery or equipment of the type utilized by the County.

Investments and business positions in any business entity or income from any source if the business entity or source of income is a contractor or subcontractor engaged in the performance of work or services of the type utilized by the County.

CATEGORY 8

*Consultants.

Consultants shall disclose pursuant to the Disclosure Categories set forth in Attachment B, subject to the following limitation:

The Retirement Administrator may determine in writing that a particular consultant, although a “designated position,” is hired to perform a range of duties that is limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written determination shall include a description of the consultant’s duties and, based upon that description, a statement of the extent of disclosure requirements. Such determination shall be a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

ATTACHMENT E
PLACE OF FILING
CONFLICT OF INTEREST CODE
MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)

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Amended: May 4, 2016

The Form 700 Statement of Economic Interests may be filed by one of the following two methods:

1. Electronic Filing

Form 700 may be filed electronically by using the link provided on the MCERA Web Site, mcera.org under Retirement Board, using the filer's email address to obtain a password.

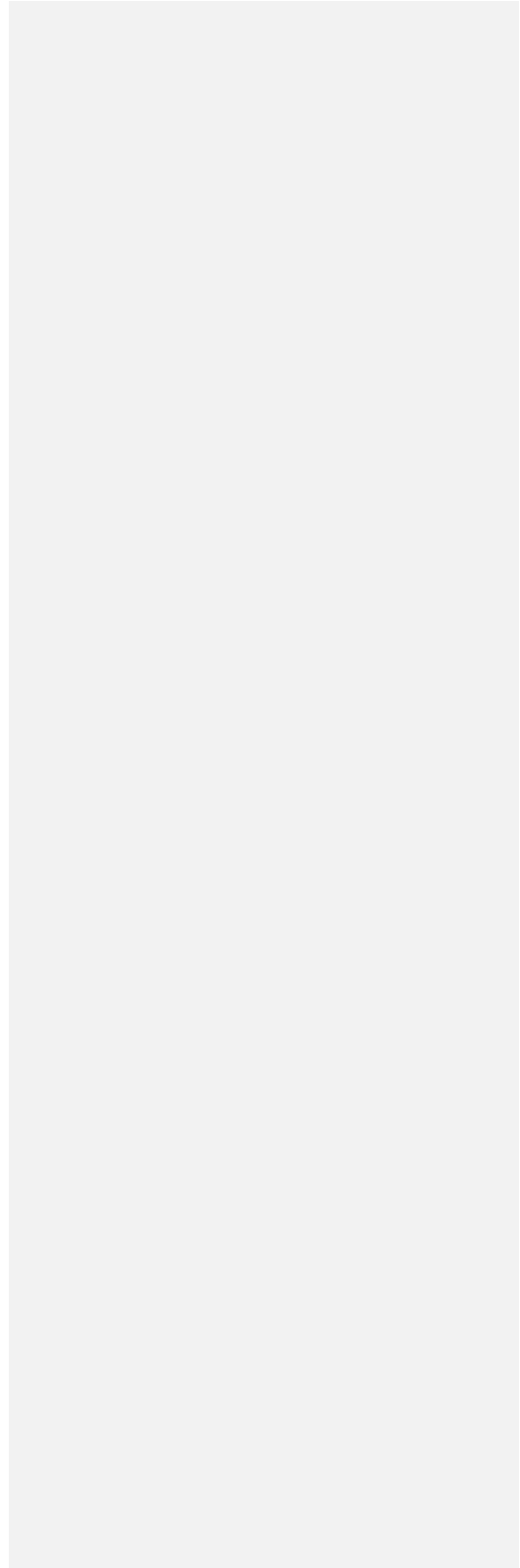
2. Filing a paper Form 700

Return the original completed Form 700 to:

Marin County Employees' Retirement Association
Attention: Clerk of the Board
One McInnis Parkway, Suite 100
San Rafael, CA 94903

The Clerk of the Marin County Employees' Retirement Association's Retirement Board shall furnish to each statutory and designated member upon assuming office, annually and upon termination a Form 700 Statement of Economic Interests.

EXHIBIT I



B.3.b.3.a.

(Regulations of the Fair Political Practices Commission, Title 2, Division 6, California Code of Regulations.)

§ 18730. Provisions of Conflict of Interest Codes.

(a) Incorporation by reference of the terms of this regulation along with the designation of employees and the formulation of disclosure categories in the Appendix referred to below constitute the adoption and promulgation of a conflict of interest code within the meaning of Section 87300 or the amendment of a conflict of interest code within the meaning of Section 87306 if the terms of this regulation are substituted for terms of a conflict of interest code already in effect. A code so amended or adopted and promulgated requires the reporting of reportable items in a manner substantially equivalent to the requirements of article 2 of chapter 7 of the Political Reform Act, Sections 81000, et seq. The requirements of a conflict of interest code are in addition to other requirements of the Political Reform Act, such as the general prohibition against conflicts of interest contained in Section 87100, and to other state or local laws pertaining to conflicts of interest.

(b) The terms of a conflict of interest code amended or adopted and promulgated pursuant to this regulation are as follows:

(1) Section 1. Definitions.

The definitions contained in the Political Reform Act of 1974, regulations of the Fair Political Practices Commission (Regulations 18110, et seq.), and any amendments to the Act or regulations, are incorporated by reference into this conflict of interest code.

(2) Section 2. Designated Employees.

The persons holding positions listed in the Appendix are designated employees. It has been determined that these persons make or participate in the making of decisions which may foreseeably have a material effect on economic interests.

B.3.b.3.a.

(3) Section 3. Disclosure Categories.

This code does not establish any disclosure obligation for those designated employees who are also specified in Section 87200 if they are designated in this code in that same capacity or if the geographical jurisdiction of this agency is the same as or is wholly included within the jurisdiction in which those persons must report their economic interests pursuant to article 2 of chapter 7 of the Political Reform Act, Sections 87200, et seq.

In addition, this code does not establish any disclosure obligation for any designated employees who are designated in a conflict of interest code for another agency, if all of the following apply:

(A) The geographical jurisdiction of this agency is the same as or is wholly included within the jurisdiction of the other agency;

(B) The disclosure assigned in the code of the other agency is the same as that required under article 2 of chapter 7 of the Political Reform Act, Section 87200; and

(C) The filing officer is the same for both agencies.¹

Such persons are covered by this code for disqualification purposes only. With respect to all other designated employees, the disclosure categories set forth in the Appendix specify which kinds of economic interests are reportable. Such a designated employee shall disclose in his or her statement of economic interests those economic interests he or she has which are of the kind described in the disclosure categories to which he or she is assigned in the Appendix. It has been determined that the economic interests set forth in a designated employee's disclosure categories are the kinds of economic interests which he or she foreseeably can affect materially through the conduct of his or her office.

(4) Section 4. Statements of Economic Interests: Place of Filing.

The code reviewing body shall instruct all designated employees within its code to file statements of economic interests with the agency or with the code reviewing body, as provided

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by the code reviewing body in the agency's conflict of interest code.²

(5) Section 5. Statements of Economic Interests: Time of Filing.

(A) Initial Statements. All designated employees employed by the agency on the effective date of this code, as originally adopted, promulgated and approved by the code reviewing body, shall file statements within 30 days after the effective date of this code. Thereafter, each person already in a position when it is designated by an amendment to this code shall file an initial statement within 30 days after the effective date of the amendment.

(B) Assuming Office Statements. All persons assuming designated positions after the effective date of this code shall file statements within 30 days after assuming the designated positions, or if subject to State Senate confirmation, 30 days after being nominated or appointed.

(C) Annual Statements. All designated employees shall file statements no later than April 1. If a person reports for military service as defined in the Servicemember's Civil Relief Act, the deadline for the annual statement of economic interests is 30 days following his or her return to office, provided the person, or someone authorized to represent the person's interests, notifies the filing officer in writing prior to the applicable filing deadline that he or she is subject to that federal statute and is unable to meet the applicable deadline, and provides the filing officer verification of his or her military status.

(D) Leaving Office Statements. All persons who leave designated positions shall file statements within 30 days after leaving office.

(5.5) Section 5.5. Statements for Persons Who Resign Prior to Assuming Office.

Any person who resigns within 12 months of initial appointment, or within 30 days of the date of notice provided by the filing officer to file an assuming office statement, is not deemed to have assumed office or left office, provided he or she did not make or participate in the making

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of, or use his or her position to influence any decision and did not receive or become entitled to receive any form of payment as a result of his or her appointment. Such persons shall not file either an assuming or leaving office statement.

(A) Any person who resigns a position within 30 days of the date of a notice from the filing officer shall do both of the following:

(1) File a written resignation with the appointing power; and

(2) File a written statement with the filing officer declaring under penalty of perjury that during the period between appointment and resignation he or she did not make, participate in the making, or use the position to influence any decision of the agency or receive, or become entitled to receive, any form of payment by virtue of being appointed to the position.

(6) Section 6. Contents of and Period Covered by Statements of Economic Interests.

(A) Contents of Initial Statements.

Initial statements shall disclose any reportable investments, interests in real property and business positions held on the effective date of the code and income received during the 12 months prior to the effective date of the code.

(B) Contents of Assuming Office Statements.

Assuming office statements shall disclose any reportable investments, interests in real property and business positions held on the date of assuming office or, if subject to State Senate confirmation or appointment, on the date of nomination, and income received during the 12 months prior to the date of assuming office or the date of being appointed or nominated, respectively.

(C) Contents of Annual Statements.

Annual statements shall disclose any reportable investments, interests in real property, income and business positions held or received during the previous calendar year provided, however,

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that the period covered by an employee's first annual statement shall begin on the effective date of the code or the date of assuming office whichever is later, or for a board or commission member subject to Section 87302.6, the day after the closing date of the most recent statement filed by the member pursuant to Regulation 18754.

(D) Contents of Leaving Office Statements.

Leaving office statements shall disclose reportable investments, interests in real property, income and business positions held or received during the period between the closing date of the last statement filed and the date of leaving office.

(7) Section 7. Manner of Reporting.

Statements of economic interests shall be made on forms prescribed by the Fair Political Practices Commission and supplied by the agency, and shall contain the following information:

(A) Investment and Real Property Disclosure.

When an investment or an interest in real property³ is required to be reported,⁴ the statement shall contain the following:

1. A statement of the nature of the investment or interest;
2. The name of the business entity in which each investment is held, and a general description of the business activity in which the business entity is engaged;
3. The address or other precise location of the real property;
4. A statement whether the fair market value of the investment or interest in real property equals or exceeds \$2,000, exceeds \$10,000, exceeds \$100,000, or exceeds \$1,000,000.

(B) Personal Income Disclosure. When personal income is required to be reported,⁵ the statement shall contain:

1. The name and address of each source of income aggregating \$500 or more in value, or \$50 or more in value if the income was a gift, and a general description of the business activity,

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if any, of each source;

2. A statement whether the aggregate value of income from each source, or in the case of a loan, the highest amount owed to each source, was \$1,000 or less, greater than \$1,000, greater than \$10,000, or greater than \$100,000;

3. A description of the consideration, if any, for which the income was received;

4. In the case of a gift, the name, address and business activity of the donor and any intermediary through which the gift was made; a description of the gift; the amount or value of the gift; and the date on which the gift was received;

5. In the case of a loan, the annual interest rate and the security, if any, given for the loan and the term of the loan.

(C) Business Entity Income Disclosure. When income of a business entity, including income of a sole proprietorship, is required to be reported,⁶ the statement shall contain:

1. The name, address, and a general description of the business activity of the business entity;

2. The name of every person from whom the business entity received payments if the filer's pro rata share of gross receipts from such person was equal to or greater than \$10,000.

(D) Business Position Disclosure. When business positions are required to be reported, a designated employee shall list the name and address of each business entity in which he or she is a director, officer, partner, trustee, employee, or in which he or she holds any position of management, a description of the business activity in which the business entity is engaged, and the designated employee's position with the business entity.

(E) Acquisition or Disposal During Reporting Period. In the case of an annual or leaving office statement, if an investment or an interest in real property was partially or wholly acquired

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or disposed of during the period covered by the statement, the statement shall contain the date of acquisition or disposal.

(8) Section 8. Prohibition on Receipt of Honoraria.

(A) No member of a state board or commission, and no designated employee of a state or local government agency, shall accept any honorarium from any source, if the member or employee would be required to report the receipt of income or gifts from that source on his or her statement of economic interests.

(B) This section shall not apply to any part-time member of the governing board of any public institution of higher education, unless the member is also an elected official.

(C) Subdivisions (a), (b), and (c) of Section 89501 shall apply to the prohibitions in this section.

(D) This section shall not limit or prohibit payments, advances, or reimbursements for travel and related lodging and subsistence authorized by Section 89506.

(8.1) Section 8.1. Prohibition on Receipt of Gifts in Excess of ~~\$470~~500.

(A) No member of a state board or commission, and no designated employee of a state or local government agency, shall accept gifts with a total value of more than ~~\$470~~500 in a calendar year from any single source, if the member or employee would be required to report the receipt of income or gifts from that source on his or her statement of economic interests.

(B) This section shall not apply to any part-time member of the governing board of any public institution of higher education, unless the member is also an elected official.

(C) Subdivisions (e), (f), and (g) of Section 89503 shall apply to the prohibitions in this section.

(8.2) Section 8.2. Loans to Public Officials.

(A) No elected officer of a state or local government agency shall, from the date of his

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or her election to office through the date that he or she vacates office, receive a personal loan from any officer, employee, member, or consultant of the state or local government agency in which the elected officer holds office or over which the elected officer's agency has direction and control.

(B) No public official who is exempt from the state civil service system pursuant to subdivisions (c), (d), (e), (f), and (g) of Section 4 of Article VII of the Constitution shall, while he or she holds office, receive a personal loan from any officer, employee, member, or consultant of the state or local government agency in which the public official holds office or over which the public official's agency has direction and control. This subdivision shall not apply to loans made to a public official whose duties are solely secretarial, clerical, or manual.

(C) No elected officer of a state or local government agency shall, from the date of his or her election to office through the date that he or she vacates office, receive a personal loan from any person who has a contract with the state or local government agency to which that elected officer has been elected or over which that elected officer's agency has direction and control. This subdivision shall not apply to loans made by banks or other financial institutions or to any indebtedness created as part of a retail installment or credit card transaction, if the loan is made or the indebtedness created in the lender's regular course of business on terms available to members of the public without regard to the elected officer's official status.

(D) No public official who is exempt from the state civil service system pursuant to subdivisions (c), (d), (e), (f), and (g) of Section 4 of Article VII of the Constitution shall, while he or she holds office, receive a personal loan from any person who has a contract with the state or local government agency to which that elected officer has been elected or over which that elected officer's agency has direction and control. This subdivision shall not apply to loans made by banks or other financial institutions or to any indebtedness created as part of a retail

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installment or credit card transaction, if the loan is made or the indebtedness created in the lender's regular course of business on terms available to members of the public without regard to the elected officer's official status. This subdivision shall not apply to loans made to a public official whose duties are solely secretarial, clerical, or manual.

(E) This section shall not apply to the following:

1. Loans made to the campaign committee of an elected officer or candidate for elective office.

2. Loans made by a public official's spouse, child, parent, grandparent, grandchild, brother, sister, parent-in-law, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, or first cousin, or the spouse of any such persons, provided that the person making the loan is not acting as an agent or intermediary for any person not otherwise exempted under this section.

3. Loans from a person which, in the aggregate, do not exceed \$500 at any given time.

4. Loans made, or offered in writing, before January 1, 1998.0

(8.3) Section 8.3. Loan Terms.

(A) Except as set forth in subdivision (B), no elected officer of a state or local government agency shall, from the date of his or her election to office through the date he or she vacates office, receive a personal loan of \$500 or more, except when the loan is in writing and clearly states the terms of the loan, including the parties to the loan agreement, date of the loan, amount of the loan, term of the loan, date or dates when payments shall be due on the loan and the amount of the payments, and the rate of interest paid on the loan.

(B) This section shall not apply to the following types of loans:

1. Loans made to the campaign committee of the elected officer.

2. Loans made to the elected officer by his or her spouse, child, parent, grandparent, grandchild, brother, sister, parent-in-law, brother-in-law, sister-in-law, nephew, niece, aunt,

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uncle, or first cousin, or the spouse of any such person, provided that the person making the loan is not acting as an agent or intermediary for any person not otherwise exempted under this section.

3. Loans made, or offered in writing, before January 1, 1998.

(C) Nothing in this section shall exempt any person from any other provision of Title 9 of the Government Code.

(8.4) Section 8.4. Personal Loans.

(A) Except as set forth in subdivision (B), a personal loan received by any designated employee shall become a gift to the designated employee for the purposes of this section in the following circumstances:

1. If the loan has a defined date or dates for repayment, when the statute of limitations for filing an action for default has expired.

2. If the loan has no defined date or dates for repayment, when one year has elapsed from the later of the following:

- a. The date the loan was made.
- b. The date the last payment of \$100 or more was made on the loan.
- c. The date upon which the debtor has made payments on the loan aggregating to less than \$250 during the previous 12 months.

(B) This section shall not apply to the following types of loans:

1. A loan made to the campaign committee of an elected officer or a candidate for elective office.
2. A loan that would otherwise not be a gift as defined in this title.
3. A loan that would otherwise be a gift as set forth under subdivision (A), but on which the creditor has taken reasonable action to collect the balance due.

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4. A loan that would otherwise be a gift as set forth under subdivision (A), but on which the creditor, based on reasonable business considerations, has not undertaken collection action. Except in a criminal action, a creditor who claims that a loan is not a gift on the basis of this paragraph has the burden of proving that the decision for not taking collection action was based on reasonable business considerations.

5. A loan made to a debtor who has filed for bankruptcy and the loan is ultimately discharged in bankruptcy.

(C) Nothing in this section shall exempt any person from any other provisions of Title 9 of the Government Code.

(9) Section 9. Disqualification.

No designated employee shall make, participate in making, or in any way attempt to use his or her official position to influence the making of any governmental decision which he or she knows or has reason to know will have a reasonably foreseeable material financial effect, distinguishable from its effect on the public generally, on the official or a member of his or her immediate family or on:

(A) Any business entity in which the designated employee has a direct or indirect investment worth \$2,000 or more;

(B) Any real property in which the designated employee has a direct or indirect interest worth \$2,000 or more;

(C) Any source of income, other than gifts and other than loans by a commercial lending institution in the regular course of business on terms available to the public without regard to official status, aggregating \$500 or more in value provided to, received by or promised to the designated employee within 12 months prior to the time when the decision is made;

(D) Any business entity in which the designated employee is a director, officer, partner,

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trustee, employee, or holds any position of management; or

(E) Any donor of, or any intermediary or agent for a donor of, a gift or gifts aggregating ~~\$470~~500 or more provided to, received by, or promised to the designated employee within 12 months prior to the time when the decision is made.

(9.3) Section 9.3. Legally Required Participation.

No designated employee shall be prevented from making or participating in the making of any decision to the extent his or her participation is legally required for the decision to be made. The fact that the vote of a designated employee who is on a voting body is needed to break a tie does not make his or her participation legally required for purposes of this section.

(9.5) Section 9.5. Disqualification of State Officers and Employees.

In addition to the general disqualification provisions of section 9, no state administrative official shall make, participate in making, or use his or her official position to influence any governmental decision directly relating to any contract where the state administrative official knows or has reason to know that any party to the contract is a person with whom the state administrative official, or any member of his or her immediate family has, within 12 months prior to the time when the official action is to be taken:

(A) Engaged in a business transaction or transactions on terms not available to members of the public, regarding any investment or interest in real property; or

(B) Engaged in a business transaction or transactions on terms not available to members of the public regarding the rendering of goods or services totaling in value \$1,000 or more.

(10) Section 10. Disclosure of Disqualifying Interest.

When a designated employee determines that he or she should not make a governmental decision because he or she has a disqualifying interest in it, the determination not to act may be accompanied by disclosure of the disqualifying interest.

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(11) Section 11. Assistance of the Commission and Counsel.

Any designated employee who is unsure of his or her duties under this code may request assistance from the Fair Political Practices Commission pursuant to Section 83114 and Regulations 18329 and 18329.5 or from the attorney for his or her agency, provided that nothing in this section requires the attorney for the agency to issue any formal or informal opinion.

(12) Section 12. Violations.

This code has the force and effect of law. Designated employees violating any provision of this code are subject to the administrative, criminal and civil sanctions provided in the Political Reform Act, Sections 81000-91014. In addition, a decision in relation to which a violation of the disqualification provisions of this code or of Section 87100 or 87450 has occurred may be set aside as void pursuant to Section 91003.

¹ Designated employees who are required to file statements of economic interests under any other agency's conflict of interest code, or under article 2 for a different jurisdiction, may expand their statement of economic interests to cover reportable interests in both jurisdictions, and file copies of this expanded statement with both entities in lieu of filing separate and distinct statements, provided that each copy of such expanded statement filed in place of an original is signed and verified by the designated employee as if it were an original. See Section 81004.

² See Section 81010 and Regulation 18115 for the duties of filing officers and persons in agencies who make and retain copies of statements and forward the originals to the filing officer.

³ For the purpose of disclosure only (not disqualification), an interest in real property does not include the principal residence of the filer.

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⁴ Investments and interests in real property which have a fair market value of less than \$2,000 are not investments and interests in real property within the meaning of the Political Reform Act. However, investments or interests in real property of an individual include those held by the individual's spouse and dependent children as well as a pro rata share of any investment or interest in real property of any business entity or trust in which the individual, spouse and dependent children own, in the aggregate, a direct, indirect or beneficial interest of 10 percent or greater.

⁵ A designated employee's income includes his or her community property interest in the income of his or her spouse but does not include salary or reimbursement for expenses received from a state, local or federal government agency.

⁶ Income of a business entity is reportable if the direct, indirect or beneficial interest of the filer and the filer's spouse in the business entity aggregates a 10 percent or greater interest. In addition, the disclosure of persons who are clients or customers of a business entity is required only if the clients or customers are within one of the disclosure categories of the filer.

Note: Authority cited: Section 83112, Government Code. Reference: Sections 87103(e), 87300-87302, 89501, 89502 and 89503, Government Code.

HISTORY

1. New section filed 4-2-80 as an emergency; effective upon filing (Register 80, No. 14).
Certificate of Compliance included.
2. Editorial correction (Register 80, No. 29).
3. Amendment of subsection (b) filed 1-9-81; effective thirtieth day thereafter (Register 81, No. 2).
4. Amendment of subsection (b)(7)(B)1. filed 1-26-83; effective thirtieth day thereafter (Register 83, No. 5).

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5. Amendment of subsection (b)(7)(A) filed 11-10-83; effective thirtieth day thereafter (Register 83, No. 46).
6. Amendment filed 4-13-87; operative 5-13-87 (Register 87, No. 16).
7. Amendment of subsection (b) filed 10-21-88; operative 11-20-88 (Register 88, No. 46).
8. Amendment of subsections (b)(8)(A) and (b)(8)(B) and numerous editorial changes filed 8-28-90; operative 9-27-90 (Reg. 90, No. 42).
9. Amendment of subsections (b)(3), (b)(8) and renumbering of following subsections and amendment of Note filed 8-7-92; operative 9-7-92 (Register 92, No. 32).
10. Amendment of subsection (b)(5.5) and new subsections (b)(5.5)(A)-(A)(2) filed 2-4-93; operative 2-4-93 (Register 93, No. 6).
11. Change without regulatory effect adopting Conflict of Interest Code for California Mental Health Planning Council filed 11-22-93 pursuant to title 1, section 100, California Code of Regulations (Register 93, No. 48). Approved by Fair Political Practices Commission 9-21-93.
12. Change without regulatory effect redesignating Conflict of Interest Code for California Mental Health Planning Council as chapter 62, section 55100 filed 1-4-94 pursuant to title 1, section 100, California Code of Regulations (Register 94, No. 1).
13. Editorial correction adding History 11 and 12 and deleting duplicate section number (Register 94, No. 17).
14. Amendment of subsection (b)(8), designation of subsection (b)(8)(A), new subsection (b)(8)(B), and amendment of subsections (b)(8.1)-(b)(8.1)(B), (b)(9)(E) and Note filed 3-14-95; operative 3-14-95 pursuant to Government Code section 11343.4(d) (Register 95, No. 11).
15. Editorial correction inserting inadvertently omitted language in footnote 4 (Register 96, No. 13).
16. Amendment of subsections (b)(8)(A)-(B) and (b)(8.1)(A), repealer of subsection (b)(8.1)(B),

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and amendment of subsection (b)(12) filed 10-23-96; operative 10-23-96 pursuant to Government Code section 11343.4(d) (Register 96, No. 43).

17. Amendment of subsections (b)(8.1) and (9)(E) filed 4-9-97; operative 4-9-97 pursuant to Government Code section 11343.4(d) (Register 97, No. 15).

18. Amendment of subsections (b)(7)(B)5., new subsections (b)(8.2)-(b)(8.4)(C) and amendment of Note filed 8-24-98; operative 8-24-98 pursuant to Government Code section 11343.4(d) (Register 98, No. 35).

19. Editorial correction of subsection (a) (Register 98, No. 47).

20. Amendment of subsections (b)(8.1), (b)(8.1)(A) and (b)(9)(E) filed 5-11-99; operative 5-11-99 pursuant to Government Code section 11343.4(d) (Register 99, No. 20).

21. Amendment of subsections (b)(8.1)-(b)(8.1)(A) and (b)(9)(E) filed 12-6-2000; operative 1-1-2001 pursuant to the 1974 version of Government Code section 11380.2 and Title 2, California Code of Regulations, section 18312(d) and (e) (Register 2000, No. 49).

22. Amendment of subsections (b)(3) and (b)(10) filed 1-10-2001; operative 2-1-2001.

Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements) (Register 2001, No. 2).

23. Amendment of subsections (b)(7)(A)4., (b)(7)(B)1.-2., (b)(8.2)(E)3., (b)(9)(A)-(C) and footnote 4. filed 2-13-2001. Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements) (Register 2001, No. 7).

24. Amendment of subsections (b)(8.1)-(b)(8.1)(A) filed 1-16-2003; operative 1-1-2003.

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Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements) (Register 2003, No. 3).

25. Editorial correction of History 24 (Register 2003, No. 12).

26. Editorial correction removing extraneous phrase in subsection (b)(9.5)(B) (Register 2004, No. 33).

27. Amendment of subsections (b)(2)-(3), (b)(3)(C), (b)(6)(C), (b)(8.1)-(b)(8.1)(A), (b)(9)(E) and (b)(11)-(12) filed 1-4-2005; operative 1-1-2005 pursuant to Government Code section 11343.4 (Register 2005, No. 1).

28. Amendment of subsection (b)(7)(A)4. filed 10-11-2005; operative 11-10-2005 (Register 2005, No. 41).

29. Amendment of subsections (a), (b)(1), (b)(3), (b)(8.1), (b)(8.1)(A) and (b)(9)(E) filed 12-18-2006; operative 1-1-2007. Submitted to OAL pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements) (Register 2006, No. 51).

30. Amendment of subsections (b)(8.1)-(b)(8.1)(A) and (b)(9)(E) filed 10-31-2008; operative 11-30-2008. Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2008, No. 44).

31. Amendment of section heading and section filed 11-15-2010; operative 12-15-2010.

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Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2010, No. 47).

32. Amendment of section heading and subsections (a)-(b)(1), (b)(3)-(4), (b)(5)(C), (b)(8.1)-(b)(8.1)(A) and (b)(9)(E) and amendment of footnote 1 filed 1-8-2013; operative 2-7-2013.

Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2013, No. 2).

33. Amendment of subsections (b)(8.1)-(b)(8.1)(A), (b)(8.2)(E)3. and (b)(9)(E) filed 12-15-2014; operative 1-1-2015 pursuant to section 18312(e)(1)(A), title 2, California Code of Regulations.

Submitted to OAL for filing and printing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements) (Register 2014, No. 51).

34. Redesignation of portions of subsection (b)(8)(A) as new subsections (b)(8)(B)-(D), amendment of subsections (b)(8.1)-(b)(8.1)(A), redesignation of portions of subsection (b)(8.1)(A) as new subsections (b)(8.1)(B)-(C) and amendment of subsection (b)(9)(E) filed 12-1-2016; operative 12-31-2016 pursuant to Cal. Code Regs. tit. 2, section 18312(e). Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*,

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3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2016, No. 49).

35. Amendment of subsections (b)(8.1)-(b)(8.1)(A) and (b)(9)(E) filed 12-12-2018; operative 1-11-2019 pursuant to Cal. Code Regs., tit. 2, section 18312(e). Submitted to OAL for filing and printing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2018, No. 50).

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(Regulations of the Fair Political Practices Commission, Title 2, Division 6, California Code of Regulations)

§ 18730.1. Conflict of Interest Code: Reporting of Gifts.

Nothing contained in an agency's conflict of interest code shall be interpreted to require the reporting of gifts from outside the agency's jurisdiction if the purpose of disclosure of the source of the gift does not have some connection with or bearing upon the functions or duties of the position for which the reporting is required. Nothing in this language is intended to create an inference that all gifts within the jurisdiction are reportable.

Note: Authority cited: Section 83112, Government Code. Reference: Sections 82028, 87100, 87103, 87207, 87300, 87302, 87309 and 89503, Government Code.

HISTORY

1. New section filed 10-3-2012; operative 11-2-2012. Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2012, No. 40).

PROXY VOTING AND CORPORATE GOVERNANCE POLICY OF THE BOARD OF RETIREMENT OF MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

Adopted: November 17, 2004
Amended: July 4, 2010
Amended: December 14, 2011
Reviewed: May 6, 2015
Amended: December 15, 2016
[Amended: June 10, 2020](#)

Proxy Voting and Corporate Governance Policies

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- 1.4. Shareholder Participation
- 1.5. Business Practices and Corporate Citizenship
- 1.6. Governance Practices at Public and Private Companies
- 1.7. Reincorporation

1.1 Federal and State Law Compliance: MCERA expects that corporations will comply with all applicable federal and state laws and regulations and stock exchange listing standards.

1.2 Disclosed Governance Policies and Ethics Code: MCERA believes every company should have written, disclosed governance procedures and policies, an ethics code that applies to all employees and directors, and provisions for its strict enforcement. MCERA posts its proxy voting and corporate governance policies on its Web site (www.mcera.org); it hopes corporate boards will [adhere to these policies](#) and adopt similarly appropriate additional policies to best protect shareholders' interests.

Deleted: 1.1 Nature and Purpose of MCERA's Proxy Voting and Corporate Governance Policies¶

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Deleted: Nature and Purpose of MCERA's Proxy Voting and Corporate Governance Policies: The Marin County Employees' Retirement Association ("MCERA") policies neither bind members nor corporations. They are designed to provide guidelines that MCERA has found to be appropriate in most situations.¶

Deleted: meet or exceed these standards

1.3 Accountability to Shareholders: In general, MCERA believes that corporate governance structures and practices should protect and enhance accountability to and ensure equal financial treatment of all shareholders. A corporate action should not be taken if its purpose is to reduce accountability to shareholders.

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1.4 Shareholders Participation: MCERA also believes shareholders should have meaningful ability to participate in the major fundamental decisions that affect corporate viability, and meaningful opportunities to suggest or nominate director candidates and to suggest processes and criteria for director selection and evaluation.

1.5 Business Practices and Corporate Citizenship: MCERA believes companies should adhere to responsible business practices and practice good corporate citizenship. Promotion, adoption and effective implementation of guidelines for the responsible conduct of business and business relationships are consistent with the fiduciary responsibility of protecting long-term investment interests.

1.6 Governance Practices at Public and Private Companies: MCERA believes good governance practices should be followed by publicly traded companies, private companies and companies in the process of going public. As such, MCERA believes that, consistent with their fiduciary obligations to their limited partners, the general members of venture capital, buyout and other private equity funds should use appropriate efforts to encourage companies in which they invest to adopt long-term corporate governance provisions that are consistent with MCERA's policies.

1.7 Reincorporation: MCERA believes that U.S. companies should not reincorporate to offshore locations because corporate governance structures there are weaker and therefore reduce management accountability to shareholders.

2. Proxy Voting Policy

- 2.1 Proxy Voting – Standards by Investment Type
- 2.2 Proxy Voting – Policies and Procedures

2.1 Proxy Voting – Standards by Investment Type

Public Equity Investments in Separate Accounts

Proxy voting may be performed by staff, contracted to a third-party vendor, or delegated to the investment manager in accordance with MCERA's Proxy Voting and Corporate Governance Policy.

U.S. Equity Commingled Accounts

Where possible, for U.S. equity commingled accounts, MCERA will vote proxies in the companies in which MCERA holds an indirect public equity interest, in accordance with the guidelines set forth in MCERA's Proxy Voting and Corporate Governance Policy.

Other Commingled Funds

MCERA will inform the commingled funds in which it invests of MCERA's Proxy Voting and Corporate Governance Policy on at least an annual basis. MCERA will work with the

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Deleted: With respect to mutual funds and commingled funds, MCERA does not have a direct equity position, but holds units or shares in a mutual fund or commingled fund. The mutual fund or commingled fund is responsible for establishing appropriate guidelines and voting proxies. These proxies are voted according to the guidelines outlined in the mutual fund prospectus and/or established by the investment company managing the commingled fund. ...
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commingled fund managers to, where possible, follow MCERA's proxy voting policies. However, MCERA accepts the fact that commingled fund managers have their own policies and might not be able or willing to follow MCERA's policies in all regards, and thus MCERA is prepared to accept in these cases the alternative policy adopted by and used by the commingled fund manager.

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2.2 Proxy Voting – Policies and Procedures

Deleted: as to how MCERA might provide input to the funds on proxy voting issues.¶
International Proxy Voting and Market Differences

MCERA acknowledges that the ownership of equities requires proxies to be voted. MCERA commits to managing its proxy voting rights with the same care, skill, diligence and prudence as is exercised in managing its other assets. As responsible fiduciaries, the Board of Retirement will exercise its proxy voting rights in the sole interest of the Plan's members and beneficiaries in accordance with all applicable statutes. Furthermore, the following policies and procedures shall be utilized in the determination of voting shareholder proxies:

Deleted: International Proxy Voting and Market

Deleted: Proxy voting in international markets differs somewhat from proxy voting in the U.S. markets, due to the various country specific laws, customs, and regulations. The proxy voting rights in international equity investments will be exercised as deemed appropriate by MCERA, taking into consideration any restriction that may be placed on the liquidity of the position or any other impediment to proxy voting. In making these decisions, MCERA will follow conventions considered best practice that allow for differences in local market conditions.¶

- All proxies shall be voted by MCERA's equity investment managers consistent with their respective policies on proxy voting and in the best interest of the shareholders. The investment managers will provide a copy of their proxy voting guidelines to MCERA annually.
- For proxy proposals that are deemed by MCERA to merit review, MCERA may temporarily revoke an investment manager's proxy voting authority in writing. After MCERA has voted on the proxy, proxy voting responsibilities may be delegated (in writing) to the investment manager.
- The investment managers are required to report not less often than semi-annually on all proxy votes cast on MCERA's behalf, which will be reported to the MCERA Governance Committee.
- A record of said proxy votes shall be maintained in the Retirement Office.

3. The Board of Directors

- 3.1 Annual Election of Directors
- 3.2 Director Elections
- 3.3 Independent Board
- 3.4 Independent Chair/Lead Director
- 3.5 All-independent Board Committees
- 3.6 Board Accountability to Shareholders
- 3.7 Board/Director Succession Planning and Evaluation
- 3.8 CEO Succession Planning
- 3.9 "Continuing Directors"
- 3.10 Board Size and Service
- 3.11 Board Operations
- 3.12 Auditor Independence
- 3.13 Charitable and Political Contributions

3.1 Annual Election of Directors: All directors should be elected annually and should not be classified (staggered).

3.2 Director Elections: Directors in uncontested elections should be elected by a majority of the votes cast. In contested elections, plurality voting should apply. An election is contested when there are more director candidates than there are available board seats. Directors who fail to receive the support of a majority of votes cast should step down from the board and not be reappointed. A modest transition period may be appropriate under certain circumstances, such as for directors keeping the company in compliance with legal or listing standards. But any director who does not receive the majority of votes cast should leave the board as soon as practicable.

3.3 Independent Board: At least two-thirds of the directors should be independent; i.e., their seat on the board should be their only non-trivial professional, familial or financial connection to the corporation, its chairman, CEO or any other executive officer. The company should disclose information necessary for shareholders to determine whether directors qualify as independent, whether or not the disclosure is required by state or federal law. This information should include all financial or business relationships with and payments to directors and their families and all significant payments to companies, non-profits, foundations and other organizations where company directors serve as employees, officers or directors (see Explanatory Notes at Section 7, below).

3.4 Independent Chair/Lead Director: The board should be chaired by an independent director. The CEO and chair roles should only be combined in very limited circumstances; in these situations, the board should provide a written statement in the proxy materials discussing why the combined role is in the best interests of shareholders, and it should name a lead independent director who should have approval over information flow to the board, meeting agendas and meeting schedules to ensure a structure that provides an appropriate balance between the powers of the CEO and those of the independent directors.

Other roles of the lead independent director should include chairing meetings of non-management directors and of independent directors, presiding over board meetings in the absence of the chair, serving as the principle liaison between the independent directors and the chair and leading the board/director evaluation process. Given these additional responsibilities, the lead independent director should expect to devote a greater amount of time to board service than the other directors.

3.5 All-independent Board Committees: Companies should have audit, nominating and compensation committees, and all members of these committees should be independent. The board (not the CEO) should appoint the committee chairs and members. Committees should be able to select their own service providers. Some regularly scheduled committee meetings should be held with only the committee members (and, if appropriate, the committee's independent consultants) present. The process by which committee members and chairs are selected should be disclosed to shareholders.

3.6 Board Accountability to Shareholders

3.6a Majority Shareholder Votes: Boards should take actions recommended in shareholder proposals that receive a majority of votes cast for and against. If shareholder approval is required for the action, the board should seek a binding vote on the action at the next shareholder meeting.

3.6b Interaction with Shareholders: Directors should respond to communications from shareholders and should seek shareholder views on important governance,

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management and performance matters. All directors should attend the annual shareholders' meetings and be available, when requested by the chair, to answer shareholder questions. To accomplish this goal, all companies should establish board-shareholder communications policies. Such policies should disclose the ground rules by which directors will meet with shareholders. The policies should also include detailed contact information for at least one independent director (but preferably for the independent board chair and/or the independent lead director and the independent chairs of the audit, compensation and nominating committees).

Shareholder-director communication: All companies should also establish mechanisms by which shareholders with non-trivial concerns could communicate directly with all directors, including independent directors. At a minimum, there should be an open meeting in connection with the company's annual meeting (before or after) in which shareholders could ask questions and communicate their concerns to the independent directors. Policies requiring that all director communication go through a member of the management team should be avoided unless they are for record-keeping purposes. In such cases, procedures documenting receipt and delivery of the request to the board and its response must be maintained and made available to shareholders upon request. Directors should have access to all communications. Boards should determine whether outside counsel should be present at meetings with shareholders to monitor compliance with disclosure rules.

During the annual general meeting, shareholders should have the right to ask questions, both orally and in writing. Directors should provide answers or discuss the matters raised, regardless of whether the questions were submitted in advance. While reasonable time limits for questions are acceptable, the board should not ignore a question because it comes from a shareholder who holds a smaller number of shares or who has not held those shares for a certain length of time.

3.7 Board/Director Succession Planning and Evaluation

3.7a Board Succession Planning: The board should implement and disclose a board succession plan that involves preparing for future board retirements, committee assignment rotations, committee chair nominations and overall implementation of the company's long-term business plan. Boards should establish clear procedures to encourage and consider board nomination suggestions from long-term shareholders. The board should respond positively to shareholder requests seeking to discuss incumbent and potential directors.

3.7b Board Diversity: MCERA supports a diverse board. MCERA believes a diverse board has benefits that can enhance corporate financial performance, particularly in today's global market place. Nominating committee charters, or equivalent, ought to reflect that boards should be diverse, including such considerations as background, experience, age, race, gender, ethnicity, and culture.

Board evaluation. Boards should evaluate themselves and their individual members on a regular basis. Board evaluation should include an assessment of whether the board has the necessary diversity of skills, backgrounds, experiences, ages, races and genders appropriate to the company's ongoing needs. Individual director evaluations should include high standards for in-person attendance at board and committee meetings and disclosure of all absences or conference call substitutions.

3.7c Evaluation of Directors: Boards should review their own performance periodically. That evaluation should include a review of the performance and qualifications of any director who received “against” votes from a significant number of shareholders or for whom a significant number of shareholders withheld votes.

Boards should review the performance and qualifications of any director from whom at least 10 percent of the votes cast are withheld.

3.7d Board and Committee Meeting Attendance: Absent compelling and stated reasons, directors who attend fewer than 75 percent of board and board-committee meetings for two consecutive years should not be renominated. Companies should disclose individual director attendance figures for board and committee meetings. Disclosure should distinguish between in-person and telephonic attendance. Excused absences should not be categorized as attendance.

3.8 CEO Succession Planning: The board should approve and maintain a detailed CEO succession plan and publicly disclose the essential features. An integral facet of management succession planning involves collaboration between the board and the current chief executive to develop the next generation of leaders from within the company’s ranks. Boards therefore should: (1) make sure that broad leadership development programs are in place generally; and (2) carefully identify multiple candidates for the CEO role specifically, well before the position needs to be filled.

3.9 “Continuing Directors”: Corporations should not adopt so-called “continuing director” provisions (also known as “dead-hand” poison pills or “no-hand” provisions) that allow former directors who have left office to take action on behalf of the corporation. Such provisions are most commonly seen in connection with a potential change in control of the company) that allow board actions to be taken only by: (1) those continuing directors who were also in office when a specified event took place or (2) a combination of continuing directors plus new directors who are approved by such continuing directors.

3.10 Board Size and Service: Absent compelling, unusual circumstances, a board should have no fewer than five and no more than 15 members (not too small to maintain the needed expertise and independence, and not too large to function efficiently). Shareholders should be allowed to vote on any major change in board size.

Companies should establish and publish guidelines specifying on how many other boards their directors may serve. Absent unusual, specified circumstances, directors with full-time jobs should not serve on more than two other boards. Currently serving CEOs should not serve as a director of more than one other company, and then only if the CEO’s own company is in the top half of its peer group. No person should serve on more than five for-profit company boards.

3.11 Board Operations

3.11a Informed Directors: Directors should receive training from independent sources on their fiduciary responsibilities and liabilities. Directors have an affirmative obligation to become and remain independently familiar with company operations; they should not rely exclusively on information provided to them by the CEO to do their jobs. Directors should be provided meaningful information in a timely manner prior to board meetings and should be allowed reasonable access to management to discuss board issues.

3.11b Director Rights Regarding Board Agenda: Any director should be allowed to place items on the board's agenda.

3.11c Executive Sessions: The board should hold regularly scheduled executive sessions without the CEO or staff present. The independent directors should also hold regularly scheduled in-person executive sessions without non-independent directors, any of the management team or its staff present.

If the CEO is chairman, a contact director should be specified for directors, wishing to discuss issues or add agenda items that are not appropriately or best forwarded to the chair/CEO.

3.12 Auditor Independence

3.12a Audit Committee Responsibilities Regarding Outside Auditors: As prescribed by law, the audit committee has the responsibility to hire, oversee and, if necessary, fire the company's outside auditor.

3.12b Competitive Bids: The audit committee should seek competitive bids for the external audit engagement no less frequently than every five years.

3.12c Non-audit Services: The company's external auditor should not perform any non-audit services for the company, except those required by statute or regulation to be performed by a company's external auditor, such as attest services.

3.12d Audit Committee Charters: The proxy statement should include a copy of the audit committee charter and a statement by the audit committee that it has complied with the duties outlined in the charter.

3.12e Liability of Outside Auditors: Companies should not agree to limit the liability of outside auditors.

3.12f Shareholder Votes on the Board's Choice of Outside Auditor: Audit committee charters should provide for annual shareholder votes on the board's choice of independent, external auditor. Such provisions should state that if the board's selection fails to achieve the support of a majority of the for-and-against votes cast, the audit committee should: (1) take the shareholders' views into consideration and reconsider its choice of auditor and (2) solicit the views of major shareholders to determine why broad levels of shareholder support were not achieved.

3.12g Disclosure of Reasons Behind Auditor Changes: The audit committee should publicly provide to shareholders a plain-English explanation of the reasons for a change in the company's external auditors. At a minimum, this disclosure should be contained in the same Securities and Exchange Commission (SEC) filing that companies are required to submit within four days of an auditor change.

3.13 Charitable and Political Contributions

3.13a Board Monitoring, Assessment and Approval: The board of directors should monitor, assess and approve all charitable and political contributions (including trade association contributions) made by the company. The board should only approve

contributions that are consistent with the interests of the company and its shareholders. The terms and conditions of such contributions should be clearly defined and approved by the board.

3.13b Disclosure: The board should develop and disclose publicly its guidelines for approving charitable and political contributions. The board should disclose on an annual basis the amounts and recipients of all monetary and non-monetary contributions made by the company during the prior fiscal year. Any expenditures earmarked for political or charitable activities that were provided to or through a third-party should be included in the report.

4. Shareholder Voting Rights

- 4.1 Right to Vote is Inviolable**
- 4.2 Access to the Proxy**
- 4.3 One Share, One Vote**
- 4.4 Advance Notice, Holding Requirements and Other Provisions**
- 4.5 Confidential Voting**
- 4.6 Voting Requirements**
- 4.7 Broker Votes**
- 4.8 Bundled Voting**

4.1 Right to Vote is Inviolable: The shareholders' right to vote is inviolate and should not be abridged.

4.2 Access to the Proxy: Companies should provide access to management proxy materials for a long-term investor or group of long-term investors owning in aggregate at least three percent of a company's voting stock, to nominate less than a majority of the directors. Eligible long-term investors must have owned the stock for at least two years. Company proxy materials and related mailings should provide equal space and equal treatment of nominations by qualifying investors.

To allow for informed voting decisions, it is essential that investors have full and accurate information about access mechanism users and their director nominees. Therefore, shareholders nominating director candidates under an access mechanism should adhere to the same SEC rules governing disclosure requirements and prohibitions on false and misleading statements that currently apply to proxy contests for board seats.

4.3 One Share, One Vote: Each share of common stock should have one vote. Corporations should not have classes of common stock with disparate voting rights. Authorized, unissued common shares that have voting rights to be set by the board should not be issued with unequal voting rights without shareholder approval.

4.4 Advance Notice, Holding Requirements and Other Provisions: Advance notice bylaws, holding requirements, disclosure rules and any other company imposed regulations on the ability of shareholders to solicit proxies beyond those required by law should not be so onerous as to deny sufficient time, limit the pool of eligible candidates, or otherwise make it impractical for shareholders to submit nominations or proposals and distribute supporting proxy materials.

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4.5 Confidential Voting: All proxy votes should be confidential, with ballots counted by independent tabulators. Confidentiality should be automatic, permanent and apply to all ballot items. Rules and practices concerning the casting, counting and verifying of shareholder votes should be clearly disclosed.

4.6 Voting Requirements: A majority vote of common shares outstanding should be sufficient to amend company bylaws or take other action requiring or receiving a shareholder vote. Supermajority votes should not be required. A majority vote of common shares outstanding should be required to approve:

- Major corporate decisions concerning the sale or pledge of corporate assets that would have a material effect on shareholder value. Such a transaction will automatically be deemed to have a material effect if the value of the assets exceeds 10 percent of the assets of the company and its subsidiaries on a consolidated basis;
- The corporation's acquiring 5 percent or more of its common shares at above-market prices other than by tender offer to all shareholders;
- Poison pills;
- Abridging or limiting the rights of common shares to: (i) vote on the election or removal of directors or the timing or length of their term of office or (ii) make nominations directors or propose other action to be voted on by shareholders or (iii) call special meetings of shareholders or take action by written consent or affect the procedure for fixing the record date for such action;
- Severance payments in excess of two times the person's average annual compensation for the previous three years.
- *Provisions resulting in the* Issuance of debt to a degree that would excessively leverage the company and imperil the long-term viability of the corporation.

4.7 Broker Votes: Broker non-votes votes and abstentions should be counted only for purposes of a quorum.

4.8 Bundled Voting: Shareholders should be allowed to vote on unrelated issues separately. Individual voting issues (particularly those amending a company's charter), bylaws or anti-takeover provisions should not be bundled.

Stock option plans. Shareholder approval should be required for all equity-based compensation plans that include any director or executive officer of the company, and on plans where the number of reserved shares, together with the company's outstanding equity-based awards and shares available for grant, may have a material impact on the capital structure of the company and the ownership interests of its shareholders (generally, 5 percent dilution).

5. Shareholder Meetings

- 5.1 Selection and Notification of Meeting Time and Location**
- 5.2 Shareholder Rights to Call Special Meetings**
- 5.3 Record Date and Ballot Item Disclosure**
- 5.4 Timely Disclosure of Voting Results**
- 5.5 Election Polls**
- 5.6 Meeting Adjournment and Extension**
- 5.7 Electronic Meetings**
- 5.8 Director Attendance**

5.1 Selection and Notification of Meeting Time and Location: Corporations should make shareholders' expense and convenience of attendance primary criteria when selecting the time and location of shareholder meetings. Appropriate notice of shareholder meetings, including notice concerning any change in meeting date, time, place or shareholder action, should be given to shareholders in a manner and within time frames that will ensure that shareholders have a reasonable opportunity to exercise their franchise.

5.2 Shareholder Rights to Call Special Meetings: Shareholders should have the right to call special meetings.

5.3 Record Date and Ballot Item Disclosure: To promote the ability of shareholders to make informed decisions regarding whether to recall loaned shares: (1) shareholder meeting record dates should be disclosed as far in advance of the record date as possible, and (2) proxy statements should be disclosed before the record date passes whenever possible.

5.4 Timely Disclosure of Voting Results: A company should broadly and publicly disclose in a timely manner the final results of votes cast at annual and special meetings of shareholders. Whenever possible, preliminary results should be announced at the annual or special meeting of shareholders.

5.5 Election Polls: Polls should remain open at shareholder meetings until all agenda items have been discussed and shareholders have had an opportunity to ask and receive answers to questions concerning them.

5.6 Meeting Adjournment and Extension: Companies should not adjourn a meeting for the purpose of soliciting more votes to enable management to prevail on a voting item. Extending a meeting should only be for compelling reasons such as vote fraud, problems with the voting process or lack of a quorum.

5.7 Electronic Meetings: Companies should hold shareholder meetings by remote communication (so-called electronic or "cyber" meetings) only as a supplement to traditional in-person shareholder meetings, not as a substitute.

5.8 Director Attendance: As noted previously, all directors should attend the annual shareholders' meeting and be available, when requested by the chair, to answer shareholder questions, and respond directly to oral or written questions from shareholders.

6. Director and Management Compensation

- 6.1 Introduction**
- 6.2 CEO Pay**
- 6.3 Advisory Shareholder Votes on Executive Pay**
- 6.4 Gross-ups**
- 6.5 Shareholder Approval of Equity-based Compensation Plans**
- 6.6 Role of Compensation Committee**
- 6.7 Salary**
- 6.8 Annual Incentive Compensation**
- 6.9 Long-term Incentive Compensation**
- 6.10 Dilution**
- 6.11 Stock Option Awards**
- 6.12 Stock Awards/Units**
- 6.13 Perquisites**
- 6.14 Employment Contracts, Severance and Change-of-control Payments**
- 6.15 Retirement Arrangements**
- 6.16 Stock Ownership**

6.1 Introduction: MCERA believes that executive compensation is a critical and visible aspect of a company's governance. Pay decisions are one of the most direct ways for shareholders to assess the performance of the board. And they have a bottom line effect, not just in terms of dollar amounts, but also by formalizing performance goals for employees, signaling the market and affecting employee morale.

MCERA endorses reasonable, appropriately structured pay-for-performance programs that reward executives for sustainable, superior performance over the long-term, consistent with a company's investment horizon. "Long-term" is generally considered to be five or more years for mature companies and at least three years for other companies. While MCERA believes that executives should be well paid for superior performance, it also believes that executives should not be excessively paid. It is the job of the board of directors and the compensation committee specifically to ensure that executive compensation programs are effective, reasonable and rational with respect to critical factors such as company performance, industry considerations and compensation paid to other employees.

It is also the job of the compensation committee to ensure that elements of compensation packages are appropriately structured to enhance the company's short- and long-term strategic goals and to retain and motivate executives to achieve those strategic goals. Compensation programs should not be driven by competitive surveys, which have become excessive and subject to abuse. It is shareholders, not executives, whose money is at risk.

Since executive compensation must be tailored to meet unique company needs and situations, compensation programs must always be structured on a company-by-company basis. However, certain principles should apply to all companies.

6.2 CEO pay: Annual approval of at least a majority of a corporation's independent directors should be required for the CEO's compensation, including any bonus, severance, equity-based and/or extraordinary payment.

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Boards should award CEOs no more than one form of equity-based compensation.

Pay for directors and managers should be indexed to peer or market groups, absent unusual and specified reasons for not doing so. Boards should consider options with forward contracts to align managers' interests with shareholders'.

6.3 Advisory Shareholder Votes on Executive Pay: All companies should provide annually for advisory shareholder votes on the compensation of senior executives.

6.4 Gross-ups: Senior executives should not receive gross-ups beyond those provided to all the company's employees.

6.5 Shareholder Approval of Equity-based Compensation Plans: Current listing standards require shareholder approval of equity-based compensation plans and material amendments to plans (with limited exceptions). MCERA strongly supports this concept and advocates that companies adopt conservative interpretations of approval requirements when confronted with choices. (For example, this may include material amendments to the plan.)

6.6 Role of Compensation Committee: The compensation committee is responsible for structuring executive pay and evaluating executive performance within the context of the pay structure of the entire company, subject to approval of the board of directors. To best handle this role, compensation committees should adopt the following principles and practices:

6.6a Committee Composition: All members of the compensation committee should be independent. Committee membership should rotate periodically among the board's independent directors. Members should be or take responsibility to become knowledgeable about compensation and related issues. They should exercise due diligence and independent judgment in carrying out their committee responsibilities. They should represent diverse backgrounds and professional experiences.

6.6b Executive Pay Philosophy: The compensation philosophy should be clearly disclosed to shareholders in annual proxy statements. In developing, approving and monitoring the executive pay philosophy, the compensation committee should consider the full range of pay components, including structure of programs, desired mix of cash and equity awards, goals for distribution of awards throughout the company, the relationship of executive pay to the pay of other employees, use of employment contracts and policy regarding dilution.

6.6c Oversight: The compensation committee should vigorously oversee all aspects of executive compensation for a group composed of the CEO and other highly paid executives, as required by law, and any other highly paid employees, including executives of subsidiaries, special purpose entities and other affiliates, as determined by the compensation committee. The committee should ensure that the structure of employee compensation throughout the company is fair, non-discriminatory and forward-looking, and that it motivates, recruits and retains a workforce capable of meeting the company's strategic objectives. To perform its oversight duties, the committee should approve, comply with and fully disclose a charter detailing its responsibilities.

6.6d Pay for Performance: Compensation of the executive oversight group should be driven predominantly by performance. The compensation committee should establish performance measures for executive compensation that are agreed to ahead of time and

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publicly disclosed. Performance measures applicable to all performance-based awards (including annual and long-term incentive compensation) should reward superior performance—based predominantly on measures that drive long-term value creation—at minimum reasonable cost. Such measures should also reflect downside risk. The compensation committee should ensure that key performance metrics cannot be manipulated easily.

6.6e Annual Approval and Review: Each year, the compensation committee should review performance of individuals in the oversight group and approve any bonus, severance, equity-based award or extraordinary payment made to them. The committee should understand all components of executive compensation and annually review total compensation potentially payable to the oversight group under all possible scenarios, including death/disability, retirement, voluntary termination, termination with and without cause and changes of control. The committee should also ensure that the structure of pay at different levels (CEO and others in the oversight group, other executives and non-executive employees) is fair and appropriate in the context of broader company policies and goals and fully justified and explained.

6.6f Committee Accountability: In addition to attending all annual and special shareholder meetings, committee members should be available to respond directly to questions about executive compensation; the chair of the committee should take the lead. In addition, the committee should regularly report on its activities to the independent directors of the board, who should review and ratify committee decisions. Committee members should take an active role in preparing the compensation committee report contained in the annual proxy materials, and be responsible for the contents of that report.

6.6g Outside Advice: The compensation committee should retain and fire outside experts, including consultants, legal advisers and any other advisers when it deems appropriate, including when negotiating contracts with executives. Individual compensation advisers and their firms should be independent of the client company, its executives and directors and should report solely to the compensation committee. The compensation committee should develop and disclose a formal policy on compensation adviser independence. In addition, the committee should annually disclose an assessment of its advisers' independence, along with a description of the nature and dollar amounts of services commissioned from the advisers and their firms by the client company's management. Companies should not agree to indemnify or limit the liability of compensation advisers or the advisers' firms.

6.6h Clawbacks: The compensation committee should develop and disclose a policy for reviewing unearned bonus and incentive payments that were awarded to executive officers owing to fraud, financial results that require restatement or some other cause. The policy should require recovery or cancellation of any unearned awards to the extent that it is feasible and practical to do so.

6.6i Disclosure Practices: The compensation committee is responsible for ensuring that all aspects of executive compensation are clearly, comprehensively and promptly disclosed, in plain English, in the annual proxy statement regardless of whether such disclosure is required by current rules and regulations. The compensation committee should disclose all information necessary for shareholders to understand how and how much executives are paid and how such pay fits within the overall pay structure of the

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company. It should provide annual proxy statement disclosure of the committee's compensation decisions with respect to salary, short-term incentive compensation, long-term incentive compensation and all other aspects of executive compensation, including the relative weights assigned to each component of total compensation.

The compensation committee should commit to provide full descriptions of the qualitative and quantitative performance measures and benchmarks used to determine compensation, including the weightings of each measure. At the beginning of a period, the compensation committee should calculate and disclose the maximum compensation payable if all performance-related targets are met. At the end of the performance cycle, the compensation committee should disclose actual targets and details on final payouts. Companies should provide forward-looking disclosure of performance targets whenever possible. Other recommended disclosures relevant to specific elements of executive compensation are detailed below.

6.6j Benchmarking: Benchmarking at median or higher levels is a primary contributor to escalating executive compensation. Although benchmarking can be a constructive tool for formulating executive compensation packages, it should not be relied on exclusively. If benchmarking is used, compensation committees should commit to annual disclosure of the companies in peer groups used for benchmarking and/or other comparisons. If the peer group used for compensation purposes differs from that used to compare overall performance, such as the five-year stock return graph required in the annual proxy materials, the compensation committee should describe the differences between the groups and the rationale for choosing between them. In addition to disclosing names of companies used for benchmarking and comparisons, the compensation committee should disclose targets for each compensation element relative to the peer/benchmarking group and year-to-year changes in companies composing peer/benchmark groups.

6.7 Salary

6.7a Salary Level: Since salary is one of the few components of executive compensation that is not "at risk," it should be set at a level that yields the highest value for the company at least cost. In general, salary should be set to reflect responsibilities, tenure and past performance, and to be tax efficient—meaning no more than \$1 million.

6.7b Above-median Salary: The compensation committee should publicly disclose its rationale for paying salaries above the median of the peer group.

6.8 Annual Incentive Compensation: Cash incentive compensation plans should be structured to align executive interests with company goals and objectives. They should also reasonably reward superior performance that meets or exceeds well-defined and clearly disclosed performance targets that reinforce long-term strategic goals that were written and approved by the board in advance of the performance cycle.

6.8a Formula Plans: The compensation committee should approve formulaic bonus plans containing specific qualitative and quantitative performance-based operational measures designed to reward executives for superior performance related to operational/strategic/other goals set by the board. Such awards should be capped at a reasonable maximum level. These caps should not be calculated as percentages of accounting or other financial measures (such as revenue, operating income or net

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profit), since these figures may change dramatically due to mergers, acquisitions and other non-performance-related strategic or accounting decisions.

6.8b Targets: When setting performance goals for “target” bonuses, the compensation committee should set performance levels below which no bonuses would be paid and above which bonuses would be capped.

6.8c Changing Targets: Except in extraordinary situations, the compensation committee should not “lower the bar” by changing performance targets in the middle of bonus cycles. If the committee decides that changes in performance targets are warranted in the middle of a performance cycle, it should disclose the reasons for the change and details of the initial targets and adjusted targets.

6.9 Long-term Incentive Compensation: Long-term incentive compensation, generally in the form of equity-based awards, can be structured to achieve a variety of long-term objectives, including retaining executives, aligning executives’ financial interests with the interests of shareholders and rewarding the achievement of long-term specified strategic goals of the company and/or the superior performance of company stock.

But poorly structured awards permit excessive or abusive pay that is detrimental to the company and to shareholders. To maximize effectiveness and efficiency, compensation committees should carefully evaluate the costs and benefits of long-term incentive compensation, ensure that long-term compensation is appropriately structured and consider whether performance and incentive objectives would be enhanced if awards were distributed throughout the company, not simply to top executives.

Companies may rely on a myriad of long-term incentive vehicles to achieve a variety of long-term objectives, including performance-based restricted stock/units, phantom shares, stock units and stock options. While the technical underpinnings of long-term incentive awards may differ, the following principles and practices apply to all long-term incentive compensation awards. And, as detailed below, certain policies are relevant to specific types of long-term incentive awards.

6.9a Size of Awards: Compensation committees should set appropriate limits on the size of long-term incentive awards granted to executives. So-called “mega-awards” or outsized awards should be avoided, except in extraordinary circumstances, because they can be disproportionate to performance.

6.9b Vesting Requirements: All long-term incentive awards should have meaningful performance periods and/or cliff vesting requirements that are consistent with the company’s investment horizon but not less than three years, followed by pro rata vesting over at least two subsequent years for senior executives.

6.9c Grant Timing: Except in extraordinary circumstances, such as a permanent change in performance cycles, long-term incentive awards should be granted at the same time each year. Companies should not coordinate stock award grants with the release of material non-public information. The grants should occur whether recently publicized information is positive or negative, and stock options should never be backdated.

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6.9d Hedging: Compensation committees should prohibit executives and directors from hedging (by buying puts and selling calls or employing other risk-minimizing techniques) equity-based awards granted as long-term incentive compensation or other stock holdings in the company. And they should strongly discourage other employees from hedging their holdings in company stock.

6.9e Philosophy/Strategy: Compensation committees should have a well-articulated philosophy and strategy for long-term incentive compensation that is fully and clearly disclosed in the annual proxy statement.

6.9f Award Specifics: Compensation committees should disclose the size, distribution, vesting requirements, other performance criteria and grant timing of each type of long-term incentive award granted to the executive oversight group. Compensation committees also should explain how each component contributes to the company's long-term performance objectives.

6.9g Ownership Targets: Compensation committees should disclose whether and how long-term incentive compensation may be used to satisfy meaningful stock ownership requirements. Disclosure should include any post-exercise holding periods or other requirements to ensure that long-term incentive compensation is used appropriately to meet ownership targets.

6.9h Expiration Dates: Compensation plans should have expiration dates and not be structured as "evergreen," rolling plans.

6.10 Dilution: Dilution measures how much the additional issuance of stock may reduce existing shareholders' stake in a company. Dilution is particularly relevant for long-term incentive compensation plans since these programs essentially issue stock at below-market prices to the recipients. The potential dilution represented by long-term incentive compensation plans is a direct cost to shareholders.

Dilution from long-term incentive compensation plans may be evaluated using a variety of techniques including the reduction in earnings per share and voting power resulting from the increase in outstanding shares.

6.10a Philosophy/Strategy: Compensation committees should develop and disclose the philosophy regarding dilution including definition(s) of dilution, peer group comparisons and specific targets for annual awards and total potential dilution represented by equity compensation programs for the current year and expected for the subsequent four years.

6.10b Stock Repurchase Programs: Stock buyback decisions are a capital allocation decision and should not be driven solely for the purpose of minimizing dilution from equity-based compensation plans. The compensation committee should provide information about stock repurchase programs and the extent to which such programs are used to minimize the dilution of equity-based compensation plans.

6.10c Tabular Disclosure: The annual proxy statement should include a table detailing the overhang represented by unexercised options and shares available for award and a discussion of the impact of the awards on earnings per share.

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6.11 Stock Option Awards: Stock options give holders the right, but not the obligation, to buy stock in the future. Options may be structured in a variety of ways. Some structures and policies are preferable because they more effectively ensure that executives are compensated for superior performance. Other structures and policies are inappropriate and should be prohibited.

6.11a Performance Options: Stock options should be: (1) indexed to peer groups or (2) premium-priced and/or (3) vest on achievement of specific performance targets that are based on challenging quantitative goals.

6.11b Dividend Equivalents: To ensure that executives are neutral between dividends and stock price appreciation, dividend equivalents should be granted with stock options, but distributed only upon exercise of the option.

6.11c Discount Options: Discount options should not be awarded.

6.11d Reload Options: Reload options should be prohibited.

6.11e Option Repricing: Unless submitted to shareholders for approval, no “underwater” options should be repriced or replaced, and no discount options should be awarded, unless approved by shareholders. Repricing programs, with shareholder approval, should exclude directors and executives, restart vesting periods and mandate value-for-value exchanges in which options are exchanged for a number of equivalently valued options/shares.

Companies should disclose in their annual proxy statement whether they have rescinded and re-granted options exercised by executive officers during the prior year or if executive officers have hedged (by buying puts and selling calls or employing other risk-minimizing techniques) shares awarded to them as stock-based incentive or acquired through options granted by the company. Such practices reduce the risk of stock-based incentive compensation awarded to executive officers and should be disclosed to shareholders.

Stock option expensing. Since stock options granted to employees, directors and non-employees are compensation and have a cost, companies should include these costs as an expense on their reported income statements with appropriate valuation assumptions disclosed.

6.12 Stock Awards/Units: Stock awards/units and similar equity-based vehicles generally grant holders stock based on the attainment of performance goals and/or tenure requirements. These types of awards are more expensive to the company than options, since holders generally are not required to pay to receive the underlying stock, and therefore should be limited in size.

Stock awards should be linked to the attainment of specified performance goals and in some cases to additional time-vesting requirements. Stock awards should not be payable based solely on the attainment of tenure requirements.

6.13 Perquisites: Company perquisites blur the line between personal and business expenses. Executives, not companies, should be responsible for paying personal expenses—particularly those that average employees routinely shoulder, such as family and personal

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travel, financial planning, club memberships and other dues. The compensation committee should ensure that any perquisites are warranted and have a legitimate business purpose, and it should consider capping all perquisites at a de minimis level. Total perquisites should be described, disclosed and valued.

6.14 Employment Contracts, Severance and Change-of-control Payments: Various arrangements may be negotiated to outline terms and conditions for employment and to provide special payments following certain events, such as a termination of employment with/without cause and/or a change in control. MCERA believes that these arrangements should be used on a limited basis.

6.14a Employment Contracts: Companies should only provide employment contracts to executives in limited circumstances, such as to provide modest, short-term employment security to a newly hired or recently promoted executive. Such contracts should have a specified termination date (not to exceed three years); contracts should not be “rolling” on an open-ended basis.

6.14b Severance Payments: Executives should not be entitled to severance payments in the event of termination for poor performance, resignation under pressure or failure to renew an employment contract. Company payments awarded upon death or disability should be limited to compensation already earned or vested.

6.14c Change-in-control provisions. Change-in-control provisions in compensation plans and compensation agreements should be “double-triggered,” stipulating that compensation is payable only (1) after a control change actually takes place and (2) if a covered executive’s job is terminated as a result of the control change.

6.14d Transparency: The compensation committee should fully and clearly describe the terms and conditions of employment contracts and any other agreements/arrangements covering the executive oversight group and reasons why the compensation committee believes the agreements are in the best interests of shareholders.

6.14e Timely Disclosure: New executive employment contracts or amendments to existing contracts should be immediately disclosed in 8-K filings and promptly disclosed in subsequent 10-Qs.

6.14f Shareholder Ratification: Shareholders should ratify all employment contracts, side letters or other agreements providing for severance, change-in-control or other special payments to executives exceeding 2.99 times average annual salary plus annual bonus for the previous three years.

6.15 Retirement Arrangements: Deferred compensation plans, supplemental executive retirement plans, retirement packages and other retirement arrangements for highly paid executives can result in hidden and excessive benefits. Special retirement arrangements—including those structured to permit employees whose compensation exceeds Internal Revenue Service (IRS) limits to fully participate in similar plans covering other employees—should be consistent with programs offered to the general workforce, and they should be reasonable.

6.15a Supplemental Executive Retirement Plans (SERPs): Supplemental plans should be an extension of the retirement program covering other employees. They

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should not include special provisions that are not offered under plans covering other employees, such as above-market interest rates and excess service credits. Payments such as stock and stock options, annual/long-term bonuses and other compensation not awarded to other employees and/or not considered in the determination of retirement benefits payable to other employees should not be considered in calculating benefits payable under SERPs.

6.15b Deferred Compensation Plans: Investment alternatives offered under deferred compensation plans for executives should mirror those offered to employees in broad-based deferral plans. Above-market returns should not be applied to executive deferrals, nor should executives receive “sweeteners” for deferring cash payments into company stock.

6.15c Post-retirement Exercise Periods: Executives should be limited to three-year post-retirement exercise periods for stock option grants.

6.15d Retirement Benefits: Executives should not be entitled to special perquisites—such as apartments, automobiles, use of corporate aircraft, security, financial planning—and other benefits upon retirement. Executives are highly compensated employees who should be more than able to cover the costs of their retirement.

6.16 Stock Ownership

6.16a Director stock ownership. Absent unusual and compelling circumstances, all directors should own company common stock, in addition to any options and unvested shares granted to them by the company. Directors should own a meaningful position in the company’s common stock, appropriate to their personal circumstances.

Ownership Requirements: Executives and directors should own, after a reasonable period of time, a meaningful position in the company’s common stock. Executives should be required to own stock—excluding unexercised options and unvested stock awards—equal to a multiple of salary. The multiple should be scaled based on position, such as two times salary for lower-level executives and up to six times salary for the CEO.

6.16b Stock Sales: Executives should be required to sell stock through pre-announced 10b5-1 program sales or by providing a minimum 30-day advance notice of any stock sales. 10b5-1 program adoptions, amendments, terminations and transactions should be disclosed immediately, and boards of companies using 10b5-1 plans should: (1) adopt policies covering plan practices, (2) periodically monitor plan transactions and (3) ensure that company policies discuss plan use in the context of guidelines or requirements on equity hedging, holding and ownership.

6.16c Post-retirement Holdings: Executives should be required to continue to satisfy the minimum stock holding requirements for at least six months after leaving the company.

6.16d Transparency: Companies should disclose stock ownership requirements and whether any members of the executive oversight group are not in compliance.

7. Director Compensation

- 7.1 Introduction**
- 7.2 Role of the Compensation Committee in Director Compensation**
- 7.3 Retainer**
- 7.4 Equity-based Compensation**
- 7.5 Performance-based Compensation**
- 7.6 Perquisites**
- 7.7 Repricing and Exchange Programs**
- 7.8 Employment Contracts, Severance and Change-of-control Payments**
- 7.9 Retirement**
- 7.10 Disgorgement**

7.1 Introduction: Given the vital importance of their responsibilities, non-employee directors should expect to devote significant time to their boardroom duties.

Policy issues related to director compensation are fundamentally different from executive compensation. Director compensation policies should accomplish the following goals: (1) attract highly qualified candidates, (2) retain highly qualified directors, (3) align directors' interests with those of the long-term owners of the corporation and (4) provide complete disclosure to shareholders regarding all components of director compensation including the philosophy behind the program and all forms of compensation.

To accomplish these goals, director compensation should consist solely of a combination of cash retainer and equity-based compensation. The cornerstone of director compensation programs should be alignment of interests through the attainment of significant equity holdings in the company meaningful to each individual director. MCERA believes that equity obtained with an individual's own capital provides the best alignment of interests with other shareholders. However, compensation plans can provide supplemental means of obtaining long-term equity holdings through equity compensation, long-term holding requirements and ownership requirements.

Companies should have flexibility within certain broad policy parameters to design and implement director compensation plans that suit their unique circumstances. To support this flexibility, investors must have complete and clear disclosure of both the philosophy behind the compensation plan as well as the actual compensation awarded under the plan. Without full disclosure, it is difficult to earn investors' confidence and support for director and executive compensation plans.

Although non-employee director compensation is generally immaterial to a company's bottom line and small relative to executive pay, director compensation is an important piece of a company's governance. Because director pay is set by the board and has inherent conflicts of interest, care must be taken to ensure there is no appearance of impropriety. Companies should pay particular attention to managing these conflicts.

7.2 Role of the Compensation Committee in Director Compensation: The compensation committee (or alternative committee comprised solely of independent directors) is responsible for structuring director pay, subject to approval of all the independent directors, so that it is

aligned with the long-term interests of shareholders. Because directors set their own compensation, the following practices should be emphasized:

7.2a Total Compensation Review: The compensation committee should understand and value each component of director compensation and annually review total compensation potentially payable to each director.

7.2b Outside Advice: Committees should have the ability to hire a compensation consultant for assistance on director compensation plans. In cases where the compensation committee does use a consultant, it should always retain an independent compensation consultant or other advisers it deems appropriate to assist with the evaluation of the structure and value of director compensation. A summary of the pay consultant's advice should be provided in the annual proxy statement in plain English. The compensation committee should disclose all instances where the consultant is also retained by the committee to provide advice on executive compensation.

7.2c Compensation Committee Report: The annual director compensation disclosure included in the proxy materials should include a discussion of the philosophy for director pay and the processes for setting director pay levels. Reasons for changes in director pay programs should be explained in plain English. Peer group(s) used to compare director pay packages should be fully disclosed, along with differences, if any, from the peer group(s) used for executive pay purposes. While peer analysis can be valuable, peer-relative justification should not dominate the rationale for (higher) pay levels. Rather, compensation programs should be appropriate for the circumstances of the company. The report should disclose how many committee meetings involved discussions of director pay.

7.3 Retainer

7.3a Amount of Annual Retainer: The annual retainer should be the sole form of cash compensation paid to non-employee directors. Ideally, it should reflect an amount appropriate for a director's expected duties, including attending meetings, preparing for meetings/discussions and performing due diligence on sites/operations (which should include routine communications with a broad group of employees). In some combination, the retainer and the equity component also reflect the director's contribution from experience and leadership. Retainer amounts may be differentiated to recognize that certain non-employee directors—possibly including independent board chairs, independent lead directors, committee chairs or members of certain committees—are expected to spend more time on board duties than other directors.

7.3b Meeting Attendance Fees: Directors should not receive any meeting attendance fees since attending meetings is the most basic duty of a non-employee director.

7.3c Director Attendance Policy: The board should have a clearly defined attendance policy. If the committee imposes financial consequences (loss of a portion of the retainer or equity) for missing meetings as part of the director compensation program, this should be fully disclosed. Financial consequences for poor attendance, while perhaps appropriate in some circumstances, should not be considered in lieu of examining the attendance record, commitment (time spent on director duties) and contribution in any review of director performance and in re-nomination decisions.

7.4 Equity-based Compensation: Equity-based compensation can be an important component of director compensation. These tools are perhaps best suited to instill optimal long-term perspective and alignment of interests with shareholders. To accomplish this objective, director compensation should contain an ownership requirement or incentive and minimum holding period requirements.

7.4a Vesting of Equity-based Awards: To complement the annual retainer and align director-shareholder interests, non-employee directors should receive stock awards or stock-related awards such as phantom stock or share units. Equity-based compensation to non-employee directors should be fully vested on the grant date. This point is a marked difference to MCERA's policy on executive compensation, which calls for performance-based vesting of equity-based awards. While views on this topic are mixed, MCERA believes that the benefits of immediate vesting outweigh the complications. The main benefits are the immediate alignment of interests with shareholders and the fostering of independence and objectivity for the director.

7.4b Ownership Requirements: Ownership requirements should be at least three to five times annual compensation. However, some qualified director candidates may not have financial means to meet immediate ownership thresholds. For this reason, companies may set either a minimum threshold for ownership or offer an incentive to build ownership. This concept should be an integral component of the committee's disclosure related to the philosophy of director pay. It is appropriate to provide a reasonable period of time for directors to meet ownership requirements or guidelines.

7.4c Holding Periods: Separate from ownership requirements, MCERA believes companies should adopt holding requirements for a significant majority of equity-based grants. Directors should be required to retain a significant portion (such as 80 percent) of equity grants until after they retire from the board. These policies should also prohibit the use of any transactions or arrangements that mitigate the risk or benefit of ownership to the director. Such transactions and arrangements inhibit the alignment of interests that equity compensation and ownership requirements provide.

7.4d Mix of Cash and Equity-based Compensation: Companies should have the flexibility to set and adjust the split between equity-based and cash compensation as appropriate for their circumstances. The rationale for the ratio used is an important element of disclosures related to the overall philosophy of director compensation and should be disclosed.

7.4e Transparency: The present value of equity awards paid to each director during the previous year and the philosophy and process used in determining director pay should be fully disclosed in the proxy statement.

7.4f Shareholder Approval: Current listing standards require shareholder approval of equity-based compensation plans and material amendments to plans (with limited exceptions). Companies should adopt conservative interpretations of approval requirements when confronted with choices.

7.5 Performance-based Compensation: While MCERA is a strong advocate of performance-based concepts in executive compensation, we do not support performance measures in director compensation. Performance-based compensation for directors creates potential conflicts with the director's primary role as an independent representative of shareholders.

7.6 Perquisites: Directors should not receive perquisites other than those that are meeting-related, such as air-fare, hotel accommodations and modest travel/accident insurance. Health, life and other forms of insurance; matching grants to charities; financial planning; automobile allowances and other similar perquisites cross the line as benefits offered to employees. Charitable awards programs are an unnecessary benefit; directors interested in posthumous donations can do so on their own via estate planning. Infrequent token gifts of modest value are not considered perquisites.

7.7 Repricing and Exchange Programs: Under no circumstances should directors participate in or be eligible for repricing or exchange programs.

7.8 Employment Contracts, Severance and Change-of-control Payments: Non-employee directors should not be eligible to receive any change-in-control payments or severance arrangements.

7.9 Retirement Arrangements

7.9a Retirement Benefits: Since non-employee directors are elected representatives of shareholders and not company employees, they should not be offered retirement benefits, such as defined benefit plans or deferred stock awards, nor should they be entitled to special post-retirement perquisites.

7.9b Deferred Compensation Plans: Directors may defer cash pay via a deferred compensation plan for directors. However, such investment alternatives offered under deferred compensation plans for directors should mirror those offered to employees in broad-based deferral plans. Non-employee directors should not receive “sweeteners” for deferring cash payments into company stock.

7.10 Disgorgement: Directors should be required to repay compensation to the company in the event of malfeasance or a breach of fiduciary duty involving the director.

8. Explanatory Notes: MCERA’s Definition of Independent Director

8.1 Introduction

8.2 Basic Definition of an Independent Director

8.3 Guidelines for Assessing Director Independence

8.1 Introduction: Members of MCERA believe a narrowly drawn definition of “independent (coupled with a policy specifying that at least two-thirds of board members should meet this standard) is in the corporation’s and all shareholders’ ongoing financial interest because:

- Independence is critical to a properly functioning board;
- Certain clearly definable relationships pose a threat to a director’s unqualified independence;
- The effect of a conflict of interest on an individual director is likely to be almost impossible to detect, either by shareholders or other board members; and

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- While an across-the-board application of any definition to a large number of people will inevitably miscategorize a few of them, this risk is sufficiently small and is far outweighed by the significant benefits.

Independent directors do not invariably share a single set of qualities that are not shared by non-independent directors. Consequently no clear rule can unerringly describe and distinguish independent directors. However, the independence of the director depends on all relationships the director has, including relationships between directors, that may compromise the director's objectivity and loyalty to shareholders. Directors have an obligation to consider all relevant facts and circumstances to determine whether a director should be considered independent.

8.2 Basic Definition of an Independent Director: An independent director is someone whose only nontrivial professional, familial or financial connection to the corporation, its chairman, CEO or any other executive officer is his or her directorship. Stated most simply, an independent director is a person whose directorship constitutes his or her only connection to the corporation.

8.3 Guidelines for Assessing Director Independence: The notes that follow are supplied to give added clarity and guidance in interpreting the specified relationships. Following are the relationships that MCERA members believe pose the greatest threat to a director's independence. A director will not generally be considered independent if he or she:

8.3a Is, or in the past five years has been, or whose relative is, or in the past five years has been, employed by the corporation or employed by or a director of an affiliate;

NOTES: An "affiliate" relationship is established if one entity either alone or pursuant to an arrangement with one or more other persons, owns or has the power to vote more than 20 percent of the equity interest in another, unless some other person, either alone or pursuant to an arrangement with one or more other persons, owns or has the power to vote a greater percentage of the equity interest. For these purposes, joint venture partners and general partners meet the definition of an affiliate, and officers and employees of joint venture enterprises and general partners are considered affiliated. A subsidiary is an affiliate if it is at least 20 percent owned by the corporation.

Affiliates include predecessor companies. A "predecessor" is an entity that within the last five years was party to a "merger of equals" with the corporation or represented more than 50 percent of the corporation's sales or assets when such predecessor became part of the corporation.

"Relatives" include spouses, parents, children, step-children, siblings, mothers and fathers-in-law, sons and daughters-in-law, brothers and sisters-in-law, aunts, uncles, nieces, nephews and first cousins, and anyone sharing the director's home.

8.3b Is, or in the past five years has been, or whose relative is, or in the past five years has been, an employee, director or greater-than-20-percent owner of a firm that is one of the corporation's or its affiliate's paid advisers or consultants or that receives revenue of at least \$50,000 for being a paid adviser or consultant to an executive officer of the corporation;

NOTES: Advisers or consultants include, but are not limited to, law firms, auditors, accountants, insurance companies and commercial/investment banks. For purposes of

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this definition, an individual serving “of counsel” to a firm will be considered an employee of that firm.

The term “executive officer” includes the chief executive, operating, financial, legal and accounting officers of a company. This includes the president, treasurer, secretary, controller and any vice-president who is in charge of a principal business unit, division or function (such as sales, administration or finance) or performs a major policymaking function for the corporation.

8.3c Is, or in the past five years has been, or whose relative is, or in the past five years has been, employed by or has had a five percent or greater ownership interest in a third-party that provides payments to or receives payments from the corporation and either: (i) such payments account for one percent of the third-party’s or one percent of the corporation’s consolidated gross revenues in any single fiscal year; or (ii) if the third-party is a debtor or creditor of the corporation and the amount owed exceeds one percent of the corporation’s or third party’s assets. Ownership means beneficial or record ownership, not custodial ownership;

8.3d Has, or in the past five years has had, or whose relative has paid or received more than \$50,000 in the past five years under, a personal contract with the corporation, an executive officer or any affiliate of the corporation;

NOTES: Council members believe that even small personal contracts, no matter how formulated, can threaten a director’s complete independence. This includes any arrangement under which the director borrows or lends money to the corporation at rates better (for the director) than those available to normal customers—even if no other services from the director are specified in connection with this relationship;

8.3e Is, or in the past five years has been, or whose relative is, or in the past five years has been, an employee or director of a foundation, university or other non-profit organization that receives significant grants or endowments from the corporation, one of its affiliates or its executive officers or has been a direct beneficiary of any donations to such an organization;

NOTES: A “significant grant or endowment” is the lesser of \$100,000 or one percent of total annual donations received by the organization.

8.3f Is, or in the past five years has been, or whose relative is, or in the past five years has been, part of an interlocking directorate in which the CEO or other employee of the corporation serves on the board of a third-party entity (for-profit or not-for-profit) employing the director or such relative;

8.3g Has a relative who is, or in the past five years has been, an employee, a director or a five percent or greater owner of a third-party entity that is a significant competitor of the corporation; or

8.3h Is a party to a voting trust, agreement or proxy giving his/her decision making power as a director to management except to the extent there is a fully disclosed and narrow voting arrangement such as those which are customary between venture capitalists and management regarding the venture capitalists’ board seats.

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The foregoing describes relationships between directors and the corporation. MCERA also believes that it is important to discuss relationships between directors on the same board which may threaten either director's independence. A director's objectivity as to the best interests of the shareholders is of utmost importance and connections between directors outside the corporation may threaten such objectivity and promote inappropriate voting blocks. As a result, directors must evaluate all of their relationships with each other to determine whether the director is deemed independent. The board of directors shall investigate and evaluate such relationships using the care, skill, prudence and diligence that a prudent person acting in a like capacity would use.

9. Policy Review

The Board will endeavor to review this Proxy Voting and Corporate Governance Policy at least every three years to assure its efficacy and relevance, with the intention of timely considering substantive edits that may be made to the Council of Institutional Investors' Corporate Governance Policy, on which this Policy is based. This Proxy Voting and Corporate Governance Policy may be amended from time to time by majority vote of the Board.

10. Certificate

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify that this policy was reviewed and amended by the Marin County Employees' Retirement Association on this 10th day of June, 2020.

Retirement Administrator

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**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION ("MCERA")
TRUSTEE AND STAFF TRAVEL EXPENSE POLICY**

APPROVED: July 11, 2007
AMENDED: October 8, 2008
AMENDED: May 6, 2009
AMENDED: May 20, 2009
AMENDED: September 8, 2010
AMENDED: July 10, 2013
AMENDED: March 12, 2014
AMENDED: May 6, 2015
AMENDED: May 4, 2016
AMENDED: May 10, 2017
[REVIEWED: June 10, 2020](#)

I. PURPOSE.

The Board of Retirement of MCERA (the "Board") recognizes the importance of education and the conduct of regular, periodic on-site examinations and meetings with its investment professionals and outside advisers to the success of fulfilling its constitutional and statutory fiduciary duty to administer the retirement system prudently. It is also the policy of the Board to ensure that MCERA staff members are properly trained to perform their respective duties and are, on an ongoing basis, exposed to up-to-date benefit, financial, investment, and other information regarding best practices.

In furtherance of its stated Education and Due Diligence policies and in recognition of the need for proper training of staff, the Board recognizes the need to reimburse Trustees and MCERA staff members for reasonable and necessary travel expenses incurred while participating in educational programs and conducting due diligence and other business-related activities. The Board adopts this Trustee and Staff Travel Expense Policy (the "Travel Policy") to facilitate the appropriate reimbursement of activities pursuant to MCERA's Trustee Education and Due Diligence Policies. This Policy shall also apply to business-related travel of MCERA staff members. Because these are legitimate expenses of the retirement system, the amounts necessary to cover such expenses, as reflected in the Board's annual budget, shall be charged as an investment-related expense or as an administration expense, as appropriate.

This Travel Policy is intended to be applied and interpreted in compliance with the relevant provisions of the California Government Code and in harmony with the mission statement, policies and guidelines approved by the Board of Retirement from time to time.

II. GUIDELINES.

This Travel Expense Policy sets forth the guidelines by which MCERA shall reimburse Trustees and MCERA staff for their reasonable and necessary travel expenses incurred while participating in educational programs and conducting due diligence and other MCERA related activities. The purpose of this Travel Policy is to set forth approval procedures, impose certain limitations on travel reimbursement and identify expense guidelines to promote prudent and

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cost effective travel. These guidelines are intended to be read and applied in conjunction with, and to complement, MCERA's Trustee Education and Due Diligence Policies.

A. Approval.

Reimbursement of travel and related expenses for a Trustee or staff members to attend an educational program or conduct a due diligence examination or other business for MCERA requires the prior approval of the Board, except under exigent circumstances when Board approval cannot be obtained in advance. All reimbursement of travel expenses for MCERA staff members, other than the Retirement Administrator, to attend an educational conference or seminar or for administrative purposes or due diligence visits, requires the prior approval of the Retirement Administrator. Trustee or staff member attendance at conferences outside of the United States are generally disfavored. In the event a due diligence audit requires international travel, reimbursement for expenses related to the audit shall require prior approval by a vote of not fewer than six members of the Board. Travel on MCERA business within the Northern California region need not be approved in advance as long as overnight accommodations are not required. In accordance with MCERA's Trustee Education Policy, travel by Trustees and/or the Retirement Administrator or designee to attend a program of the State Association of County Retirement Systems ("SACRS"), California Association of Public Retirement Systems ("CalAPRS"), National Conference of Public Employee Retirement Systems ("NCPERS"), the Council of Institutional Investors ("CII") and the National Association of State Retirement Administrators ("NASRA"), need not be approved in advance; provided, however, that MCERA will not pay for overnight accommodations in locations that are within fifty (50) miles of MCERA's offices, unless pre-authorized by the Board Chair after consultation with the Retirement Administrator; any Board Chair requests for an exemption from this limit must be pre-authorized by the Board Vice-Chair after consultation with Retirement Administrator.

B. Limitation on Attendance by Trustees.

A Trustee is authorized to attend up to three approved educational programs that require overnight lodging each calendar year. Attendance by board members and the Administrator at SACRS conferences, NCPERS' Annual Meeting and Legislative Workshop, CalAPRS roundtables and general assembly, CII general assembly, NASRA Annual Meeting, and educational sessions developed by retained consultants to the Plan are excluded from this limitation. No more than one conference may involve travel to a destination outside the United States. No more than four members of the Board, and less than a quorum of a Standing Committee of the Board, are authorized to meet together for business purposes unless there is appropriate public notice of the meeting. Attendance at educational conferences, seminars and social activities by more than four members of the Board is not a violation of this provision.

A training calendar will be presented for approval at the Board's monthly meetings, listing Board members and staff who anticipate attending specified educational programs. Additional attendees may be added to the calendar at and after each meeting as well.

C. Authorized Expenses.

Trustees and staff members shall be entitled to reimbursement for travel expenses and for all other reasonable and necessary expenses incurred in connection with MCERA business. Expenses are authorized by the Board of Retirement when by majority vote an educational event is added to the trustee training calendar or due diligence meetings are scheduled by the Board. Reimbursement for expenses will occur in accordance with the schedule attached to this Travel Policy. To the extent that a sponsor of an educational conference provides meals, beverages and reasonable incidentals to conference attendees but does not charge a conference fee, the Board may consider authorizing payment to the conference sponsor for such reasonable and necessary expenses for Trustee and staff members to attend the conference and thereby cover the cost of such meals, beverages and reasonable incidentals.

D. Allocation of Travel Expenses.

Travel and other related business expenses incurred in connection with participation in educational programs or other business of MCERA where the principal focus is not related to investments shall be included in MCERA's annual budget as expenses of administration. Travel expenses for educational programs and due diligence evaluations relating to the system's investment portfolio shall be included in MCERA's investment budget as investment expenses.

E. Claims for Reimbursement.

Reimbursement for travel by a Trustee or staff member shall be submitted on MCERA's Expense Reimbursement Forms, which shall be reviewed and approved (or disapproved) by the Retirement Administrator in accordance with the provisions of this Travel Policy. The Board Chair shall approve expense claims for the Retirement Administrator in accordance with the provisions of this Travel Policy. All approvals are subject to review and concurrence by the Board, as requested by the Board from time to time. In addition, all reimbursement approvals provided to Trustees and the Retirement Administrator shall be reported in writing quarterly to the Finance and Risk Management Committee. All claims must be submitted within thirty (30) days following the date of travel. In no event will a claim for reimbursement be approved if submitted ninety (90) days after the end of the calendar year in which the expense was incurred. MCERA shall be reimbursed for all advances or reimbursements made in excess of allowable expenses within ninety (90) days from the date a refund request has been made.

F. Cash Advances.

Cash advances are allowed on an as needed basis, though they are disfavored for Board members. Consistent with County Administrative Regulation No. 1, cash advances may be limited to 90% of anticipated actual expenses.

G. Expenses for Traveling Companions.

Under no circumstances shall the expenses of a family member or traveling companion of a Trustee or staff member be reimbursed by MCERA.

H. Limitations on Expense Allowance.

Reimbursement for expenses shall not exceed that which is reasonable and necessary for travel to the precise destination and date of the covered occurrence, whether by private automobile or common carrier. Expense costs for extra days prior to or after a conference and/or meeting will be reimbursed only if such extension results in the same or lower overall trip costs in accordance with this Travel Policy. Board members should consult with the Retirement Administrator in advance of any travel if there are questions regarding the reasonable and necessary expenses.

I. Travel and Lodging Cancellations.

Trustees and staff members are responsible for the timely cancellation of or change to any registration to a conference where fees may be charged and/or travel and lodging reservations are made on their behalf. Trustees and/or staff shall be responsible for the costs of any fees charged as a result of the failure to timely cancel or resulting from changes to said reservations, unless otherwise approved, on a case-by-case basis, by the Board Chair after consultation with the Retirement Administrator; any Board Chair requests for an exemption must be approved by the Vice Chair after consultation with the Retirement Administrator. Any fees paid as a result of Trustee or Retirement Administrator cancellations shall be included on the quarterly report on travel reimbursements made to the Finance and Risk Management Committee.

J. Travel Reports.

The Retirement Administrator shall report all travel by Trustees and Staff on the consent calendar that is submitted to the Board on a monthly basis.

K. Gifts of Travel and Education.

Under the California Political Reform Act, travel expenses, including transportation, lodging and meals, the value of which equals or exceeds \$50 from any single source in any 12 month period may not be paid or reimbursed by any third party for the benefit of any Trustee, the Retirement Administrator, or other public official who manages public investments as defined in Government Code §87200, unless such expenses are reported on the individual's Form 700 and ordinarily may not exceed \$470 in any given 12 month period (adjusted periodically for inflation; *see* Gov. Code section 89503 and FPPC Regulation section 18940.2(a)). The Board may no longer accept gifts of such expenses as gifts to the agency.

If the Board were to accept a gift to the agency of travel expenses as defined herein on behalf of any MCERA staff who do not manage public investments, any such approval by the Board shall be consistent with FPPC Regulation §18944.2, as amended.

In addition, effective February 10, 2010, there is a presumption that gifts provided to the spouse or registered domestic partner of a statutory filer, such as a Trustee, are *gifts to the official* that the official must include in gift reporting and limitation assessments, unless there is an established working, social or similar relationship between the donor/vendor and the

B.3.b.4.b.

official's family member, independent of the relationship between the donor/vendor and the official. FPPC Reg. 18944.

Education and educational materials, including books, reports, pamphlets, calendars, periodicals, videotapes, and free or discounted admission to informational conferences or seminars, may be provided by parties other than MCERA to Trustees and MCERA staff, because they are not considered "gifts" under Government Code §82028(b) and FPPC Regulation §18942.1. However, travel, accommodations, meals and beverages provided in connection with informational conferences or seminars for which admission is free or discounted to MCERA are considered a gift to the attending Trustee or staff member, unless MCERA pays for those expenses, or some other exception applies.

Further, effective January 1, 2014, Trustees are permitted to have certain third parties pay for transportation, lodging, and food that is directly related to the official's public duties, is for a purpose that would otherwise be paid for with the agency's funds, and is authorized in the same manner as transportation, lodging, and food using the agency's own funds. However, in order to be permitted, those payments must meet detailed requirements and limitations of FPPC Reg. 19850.1. Those requirements include, but are not limited to, posting specified notices by MCERA of the gift(s). Thus, as a matter of policy and internal controls, any determination to accept such a gift of travel from a third party by MCERA on behalf of an official should be first brought to the MCERA Board for consideration.

However, if a Trustee or other public official under Government Code section 87200 makes a speech or other formal presentation at an informational conference or seminar within or outside of the United States, or if a Trustee is conducting bona fide business on behalf of another organization at a conference or seminar, then other rules regarding payment, reimbursement for expenses, and reporting obligations, may apply that would potentially not warrant MCERA Board consideration.

Trustees and staff are encouraged to work with the Retirement Administrator and MCERA's counsel, or their own counsel, to determine, before attending an event that is free or discounted to them, whether any aspect of the event would be considered a gift that is subject to reporting rules and limitations, or income that must be reported, under the Political Reform Act.

L. Travel Arrangements.

All travel arrangements for which reimbursement will be sought shall be made through or coordinated with the office of the Retirement Administrator.

III. **POLICY REVIEW.**

The Board shall review this Travel Policy at least every three years to assure its efficacy and relevance. This Travel Policy may be amended from time to time by majority vote of the Board.

IV. CERTIFICATE.

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify that this policy was reviewed and made effective by the Marin County Employees' Retirement Association on June 10, 2020.

Retirement Administrator

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MCERA EXPENSE REIMBURSEMENT SCHEDULE

Airline Travel

Trustees and staff shall be reimbursed for actual and reasonable expenses for airfare for approved travel on MCERA business. Any scheduled U.S. or recognized international air carrier may be used for domestic or international travel. A fully refundable coach class ticket shall be purchased, which shall be at competitive prices. If a restricted or excursion class ticket is purchased at the request of a Trustee or staff member and the ticket is subsequently cancelled, the Trustee or staff member shall be required to reimburse MCERA for the cost of the ticket, unless a credit voucher for future travel is issued by the air carrier; charges incurred because of urgent MCERA business or the cancellation of a meeting or event by the organizing entity are exempt from this requirement.

If savings can be realized on the airfare by having a Trustee or staff member extend their stay to include a Saturday night, at his or her option, said Trustee or staff member may extend his or her stay in order to realize such savings. MCERA shall reimburse the cost associated with the additional lodging and meals resulting from an extended itinerary, not to exceed the savings in airline fare.

If, at the conclusion of a business-related trip, it would be impractical for a Trustee or staff member to return home the same day and arrive home prior to 10:00 p.m. California time due to the distance that must be traveled, or the unavailability of a return flight, the Trustee or staff member may lay over for one additional night and MCERA shall reimburse the costs associated with the additional lodging and meals resulting from the extended stay.

Receipts must be submitted along with a completed MCERA Expense Reimbursement Form to obtain reimbursement.

Hotels

Actual expenses for lodging in a standard class of hotel shall be reimbursed by MCERA. Whenever possible, a request for a government or conference rate should be made. While meals charged to the hotel bill shall be reimbursed in accordance with this Travel Policy, MCERA shall not reimburse expenses related to alcoholic beverages, tobacco, in-room movies, barber/beauty shop, gifts, magazines, personal telephone calls and mini-bar charges. In the case of an extended trip or an emergency situation, laundry and dry cleaning expenses may be reimbursed. Cancellation fees incurred because of urgent MCERA business or the cancellation of a meeting or event by the organizing entity are exempt from this requirement.

Original hotel receipts must be submitted along with a completed MCERA Expense Reimbursement Form to obtain reimbursement.

Meals

A Trustee or staff member will be reimbursed for the cost of meals at a flat rate up to a maximum established by the County of Marin pursuant to the expense reimbursement policies

B.3.b.4.b.

established by its Board of Supervisors. Receipts shall not be required for per diem reimbursement.

For out-of-state travel, a Trustee or staff member will be reimbursed for the cost of meals at a flat rate up to a maximum established by the County of Marin pursuant to the expense reimbursement policies established by its Board of Supervisors.

A Trustee or staff member shall be reimbursed for up to a 15% gratuity. No reimbursement will be made for alcoholic beverages. A Board member and/or staff must provide a receipt for any meal that exceeds \$ 25.00 (excluding tax and tip). When requesting reimbursement for fewer than three meals per day, expenses for a particular meal shall be rounded to the nearest whole dollar, and then submitted not to exceed the maximum percentage of the Per Diem Rate shown below.

<u>Meal</u>	<u>Travel Begins On or Before</u>	<u>Portion of Per Diem Traveler is Entitled to Receive</u>
Breakfast	7:00 am a.m.	20%
Lunch	11:00 am a.m.	25%
Dinner	5:00 pm p.m.	55%
MAXIMUM TOTAL DAILY		100%

When a meal is included in the cost of a conference registration fee, mode of travel (e.g. airfare), or other MCERA-paid activity, employees will not be entitled to reimbursement for item.

Automobile Mileage

A Trustee or staff member who uses his/her personal automobile for transportation on MCERA business may be reimbursed for the actual mileage driven on business and shall report such mileage on a MCERA Expense Reimbursement Form. Reimbursement shall be made at the per-mile rate allowed by the Internal Revenue Service. Pursuant to item H. above, Board members should consult with the Retirement Administrator prior to using a personal vehicle for travel if the use of the vehicle would exceed reasonable and necessary expenses from an alternate method of travel. Staff who receives a car allowance shall not be entitled to reimbursement for miles driven on MCERA business, unless approved in advance by the Chair. Those who use a personal automobile for MCERA business shall carry full automobile insurance coverage

Parking and Tolls

Parking and tolls are reimbursed at cost. Receipts are required for amounts over \$25.00.

Public Transportation

Use of taxis, hired cars and public transportation for MCERA business shall be reimbursed at actual rates. A receipt is required for amounts over \$25.00.

Car Rentals

The use of a rental car by a Trustee or staff member shall be reimbursed when it is economically reasonable to rent a vehicle rather than use taxis, hired cars or public transportation. Rental car discounts must be used whenever possible and appropriate. If available, a compact vehicle will be requested, unless several Board members and/or staff will be using the vehicle together. Full insurance coverage must be purchased in connection with any car rental.

Incidental Business Expenses

Incidental business expenses reasonably incurred in connection with MCERA business, such as telephone, fax, internet access, and similar business expenses, shall be reimbursed as necessary and appropriate. Receipts are required in each instance of such business expense.

Porterage

Maximum reimbursement for porterage is \$10.00 per day of travel. Receipts not required.

**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)
POLICY REGARDING IMPLEMENTATION OF CALIFORNIA FELONY
FORFEITURE LAWS**

Adopted: June 14, 2017

Reviewed:

I. BACKGROUND AND PURPOSE

Felony forfeiture laws applicable to public retirement benefits in California originally applied only to *elected public officers* who took public office, or were reelected to public office, on or after January 1, 2006. (Gov. Code §7522.70, formerly Gov. Code §1243.) The Public Employees' Pension Reform Act of 2013 ("PEPRA") added two broader felony forfeiture statutes applicable to *all public employees* as of January 1, 2013, and further provided that the pre-existing more narrow felony forfeiture statute would not apply in any instance in which the newly-enacted forfeiture statutes applied. (Collectively, such newly-enacted statutes are referred to hereinafter as the "Felony Forfeiture Statutes.") One of the Felony Forfeiture Statutes applies to public employees who were first employed, appointed, or elected *before* January 1, 2013. (Gov. Code §7522.72). The other applies to those who were first employed, appointed, or elected *on or after* January 1, 2013. (Gov. Code §7522.74).

Both Felony Forfeiture Statutes enacted by PEPRA provide that public retirement benefits may be forfeited, as described below, if a public employee is convicted by a state or federal trial court of any felony when the felony conviction is:

for conduct arising out of or in the performance of [the public employee's] official duties, in pursuit of the office or appointment [of the public employee], or in connection with obtaining salary, disability retirement, service retirement, or other benefits.

(Gov. Code §§ 7522.72, subdiv. (b)(1) & 7522.74, subdiv. (b)(1).) Further, the statutes provide as follows regarding felonies involving a child:

if a public employee who has contact with children as part of his or her official duties is convicted of a felony that was committed within the scope of his or her official duties against or involving a child who he or she has contact with as part of his or her official duties.

(Gov. Code §§ 7522.72, subdiv. (b)(2) & 7522.74, subdiv. (b)(2).) When the felony is for the conduct described in either of these two provisions, then the forfeiture permitted by the statute is as to "rights and benefits earned or accrued from the earliest date of the commission of [the] felony to the forfeiture date." (Gov. Code §§ 7522.72, subdiv. (c)(1) & 7522.74, subdiv. (c)(1).) Both statutes require the public employer who "employs or

employed a public employee [convicted of a felony] and that public employee” to notify MCERA “of the public employee’s conviction within 90 days of the conviction.” (Gov. Code §§ 7522.72, subdiv. (f) & 7522.74, subdiv. (f).)

II. POLICY

Upon receipt of notification from any source of a felony conviction of an MCERA member, the Retirement Administrator will investigate and analyze the matter, in consultation with MCERA’s counsel, and determine whether the conviction implicates one or more of the Felony Forfeiture Statutes and/or other applicable law.

If the Retirement Administrator determines that one of the Felony Forfeiture Statutes is implicated by the member’s conviction of a felony, then MCERA will promptly provide written notification to the member (i) regarding the Felony Forfeiture Statute that applies to his or her MCERA benefit(s); (ii) with documentary support for the conclusion that such Felony Forfeiture Statute applies, if available; (iii) showing how the forfeiture is calculated; and (iv) stating that the member has the right to challenge the determination, in which case the matter will be decided by the MCERA Board of Retirement (“Board”).

If the member challenges MCERA’s determination regarding applicability of a Felony Forfeiture Statute, the matter will be scheduled for determination by the Board at a regularly scheduled public meeting. At such meeting, MCERA will present its conclusions and Board members will be provided an opportunity to ask questions. The member and his or her counsel, if represented, will also be provided an opportunity to present to the Board and to provide any information or records pertinent to the issues. Public comment will be taken. The Board will then deliberate and determine whether it has sufficient information to take action on the matter. If so, it will decide the matter by majority vote. If not, it may refer the matter for an administrative hearing as provided in its *Procedures for Hearings on Matters Other than Disability Retirement*. In the event of significant exposure to litigation and proper notice in accordance with the Ralph M. Brown Act, the Board may deliberate on the matter in closed session.

III. POLICY REVIEW

The Retirement Board will review this Policy at least every three years to assure its efficacy and relevance. The Board may amend this Policy from time to time by majority vote.

IV. RETIREMENT ADMINISTRATOR’S CERTIFICATE

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees’ Retirement Association, hereby certify that this policy was ~~reviewed~~adopted

and made effective on this _____ day of _____, 202017.

Retirement Administrator



Phone **415 473-6147**
Fax (benefits) **415 473-3612**
Fax (admin) **415 473-4179**
 MCERA.org

Date: May 15, 2020
To: Finance and Risk Management Committee
 Marin County Employees' Retirement Association
From: Jeff Wickman, Retirement Administrator *JW*
Subject: 2020-21 Fiscal Year Budget Proposal

Background

This draft Administrative Budget is presented to you in compliance with the County Employees' Retirement Law of 1937 (37 Act) for the State of California. The draft has been developed using the following assumptions, goals and objectives for the upcoming year.

EXPENDITURES

Salaries and Benefits

Salaries and benefits make up approximately 67% of the total administrative budget. Cost of living adjustments represent the largest increase to this category. Salaries and benefits were budgeted using the following approach:

- All positions budgeted at the top step as defined in the County salary schedule
- Consistent with direction from the County of Marin, a 2.5% cost of living adjustment is budgeted with an effective date of July 2020
- Benefits are projected at 54% of salary, down from 59% in Fiscal Year 2019-20

The projected Salaries & Benefits Expenditures and three-year history are:

	2018-2019	2019-2020	2020-2021
Regular Salaries	\$1,866,849	\$1,935,105	\$2,000,684
Benefits	\$1,120,109	\$1,141,712	\$1,080,369
Vehicle Allowance	<u>\$ 9,950</u>	<u>\$ 9,950</u>	<u>\$ 9,950</u>
Total	\$2,996,908	\$3,086,767	\$3,091,003

Services and Supplies

Overall this category projects to remain roughly the same as the prior fiscal year. Although certain categories like owner allocation of utilities continue to increase as a result of the building vacancies, MCERA's projected costs of conducting disability evaluations has decreased because of efficiencies added during the current fiscal year.

	2018-2019	2019-2020	2020-2021
Total:	\$1,150,572	\$1,207,792	\$1,204,161

Other Department Charges

This category represents the cost of services provided by County Departments (Human Resources, Finance and Information Technology) and is reimbursed by MCERA for specific goods and services. There is a small projected decrease in costs.

	2018-2019	2019-2020	2020-2021
Total:	\$ 359,435	\$ 354,314	\$ 333,795

Yearly Comparison	2016-17	2017-18	2018-19	2019-20	2020-21
Salaries and Benefits	\$2,714,251	\$2,736,000	\$2,996,908	\$3,086,767	\$3,091,003
Services and Supplies	\$1,169,937	\$1,169,637	\$1,150,572	\$1,207,792	\$1,204,161
Other Department Charges	<u>\$ 346,452</u>	<u>\$ 350,900</u>	<u>\$ 359,435</u>	<u>\$ 354,314</u>	<u>\$ 333,795</u>
Sub-total	<u>\$4,230,640</u>	<u>\$4,256,537</u>	<u>\$4,506,915</u>	<u>\$4,648,873</u>	<u>\$4,628,959</u>
Adjustments:					
Investment Management* (See details below)	(\$150,000)	(\$150,000)	(\$150,000)	(\$150,000)	(\$150,000)
Retiree Health** Care Administration: (See details below)	(\$150,000)	(\$200,000)	(\$225,000)	(\$275,000)	(\$275,000)
Total Expenditures:	<u>\$3,930,640</u>	<u>\$3,906,537</u>	<u>\$4,131,915</u>	<u>\$4,223,873</u>	<u>\$4,203,959</u>

Details of Reimbursable Expenses

*Investment Costs: Salary and benefit costs in the amount of \$150,000 are being excluded from the administrative budget because they are expenditures related to investment management by the Retirement Administrator.

**Health Care Costs: Salary and benefit costs in the amount of \$275,000 are being excluded from the administrative budget because they are expenses incurred in relation to the administration of retiree health benefits. Expenses related to MCERA's role in administering the County's post-retirement medical plan have increased over the past year. These expenses cannot be paid from the assets of the pension fund and will instead be paid by participating employers as an administrative cost.

Administrative Expense Limit Imposed by Government Code Section 31580.2

Section 31580.2 of the California Government Code provides that the expense of retirement administration shall be paid from the earnings of MCERA and limits the expense of administration to twenty-one-hundredths of one percent (21 basis points) of MCERA's total accrued actuarial liability. Although no specific date for determining MCERA's total accrued liability for this purpose is set in the Government Code, for MCERA purposes this date in practice has been, and is intended to continue to be, June 30 of the immediate prior fiscal year. In addition, computer hardware, software, and consulting expenses are not subject to the administrative budget cap.

	2016-17	2017-18	2018-19
Actuarial Accrued Liability	\$2,469,100,000	\$2,575,800,000	\$2,722,600,000
Administrative limit at .21%	\$5,185,110	\$5,409,180	\$5,717,460
Total Requested Expenditures	<u>\$3,930,640</u>	<u>\$3,906,537</u>	<u>\$4,131,915</u>
Basis Points of Proposed Budget	.16%	.15%	.15%
Difference Limit/Request	(\$1,254,470)	(\$1,502,643)	(\$1,585,545)

	2019-20	2020-21
Actuarial Accrued Liability	\$2,847,300,000	\$2,972,700,000
Administrative limit at .21%	\$5,979,330	\$6,242,670
Total Requested Expenditures	<u>\$4,223,873</u>	<u>\$4,203,959</u>
Basis Points of Proposed Budget	.15%	.14%
Difference Limit/Request	(\$1,755,457)	(\$2,038,711)

**MCERA Administrative Budget FY 2020/21
Proposal**

<u>Budget</u>	<u>FY 19/20</u>	<u>FY 20/21</u>	<u>Percent Change</u>	<u>Summary of Changes</u>
Salaries	1,935,103.00	2,000,684.00	3.4%	Salaries budgeted at top step. Projected 2.5% COLA.
Benefits	1,141,714.00	1,080,369.00	-5.4%	Benefits calculated at 54% of salary
Auto Allowance	9,950.00	9,950.00	0.0%	
Total Salaries and Benefits	3,086,767.00	3,091,003.00	0.1%	
Professional Services ₁	92,600.00	94,800.00	2.4%	Increase for payroll and audit services
Finance Services (Bank fees)	8,500.00	6,000.00	-29.4%	Based on FY 19 - 20 expenditures
Insurance Premiums	72,000.00	77,000.00	6.9%	Based on actual FY 20-21 cost
Utilities (owner allocation)	151,200.00	191,090.00	26.4%	Based on increase in owner allocation during FY
Professional Development	40,000.00	48,500.00	21.3%	Based on projected FY 20-21 cost
Travel	30,000.00	30,000.00	0.0%	
Reprographic Services	16,000.00	32,200.00	101.3%	Realignment of Reprographic Costs
Board & Commission Payments	10,500.00	10,600.00	1.0%	
Medical Advisor	12,000.00	12,000.00	0.0%	
Independent Medical Examinations	217,000.00	130,000.00	-40.1%	Based on FY 19 - 20 expenditures
Hearings	55,000.00	65,000.00	18.2%	Based on FY 19 - 20 expenditures
Investigations	4,500.00	2,000.00	-55.6%	Based on FY 19 - 20 expenditures
Total Disabilities	288,500.00	209,000.00	-27.6%	
Office Supplies/Expenses	28,000.00	19,400.00	-30.7%	Realignment of Reprographic Costs
Misc. Supplies	8,000.00	8,000.00	0.0%	
Sub-total Professional Services	745,300.00	726,590.00	-2.5%	
Depreciation ₂	462,492.00	477,571.00	3.3%	
Total Services and Supplies	1,207,792.00	1,204,161.00	-0.3%	
Inter-fund IST PC Lease	11,700.00	0.00	-100.0%	
Inter-fund IST Telephone	25,900.00	25,900.00	0.0%	
Inter-fund Indirect Overhead	316,714.00	307,895.00	-2.8%	
Total Interdepartmental charges	354,314.00	333,795.00	-5.8%	
Total Administrative expenses	\$4,648,873.00	\$4,628,959.00	-0.4%	
Salary Expenditures Related to Investment Management	(150,000.00)	(150,000.00)	0.0%	
Salary Expenditures Related to Health Care Administration	(275,000.00)	(275,000.00)	0.0%	
Total Adjustments	(425,000.00)	(425,000.00)	0.0%	
Total Budgeted Expenditures	4,223,873.00	4,203,959.00	-0.5%	

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Administrative Limit By Law	5,979,330.00	6,242,670.00	4.4%
Actuarial Accrued Liability	2,847,300,000	2,972,700,000	4.4%
Basis Points Limit	0.21%	0.21%	
Total Allowable Budget	5,979,330.00	6,242,670.00	4.4%
Actual Basis Points	0.15%	0.14%	
Difference Actual vs. Allowable	1,755,457.00	2,038,711.00	16.1%

Budget Details:

Professional Services

Innovest	37,000.00	38,000.00	2.7%
Brown Armstrong	47,400.00	49,000.00	3.4%
COM Registrar of Voters (Board elections)	1,000.00	1,000.00	0.0%
Fort Docs	2,700.00	3,800.00	40.7%
Professional Services (various)	1,500.00	2,000.00	33.3%
Investigations (Personnel)	3,000.00	1,000.00	-66.7%
	92,600.00	94,800.00	2.4%

Professional Development

Memberships	12,000.00	15,000.00	25.0%
Subscriptions	5,000.00	7,500.00	50.0%
Training	23,000.00	26,000.00	13.0%
	40,000.00	48,500.00	21.3%

Office Supplies

Marin Sanitary Service (shredding)	420.00	600.00	42.9%
Cellular Services	1,400.00	2,500.00	78.6%
Postage	4,000.00	2,000.00	-50.0%
Ergo Supplies	0.00	1,000.00	100.0%
Electronic Supplies	0.00	5,300.00	100.0%
Misc. Office Supplies	7,880.00	8,000.00	1.5%
	13,700.00	19,400.00	41.6%

Depreciation

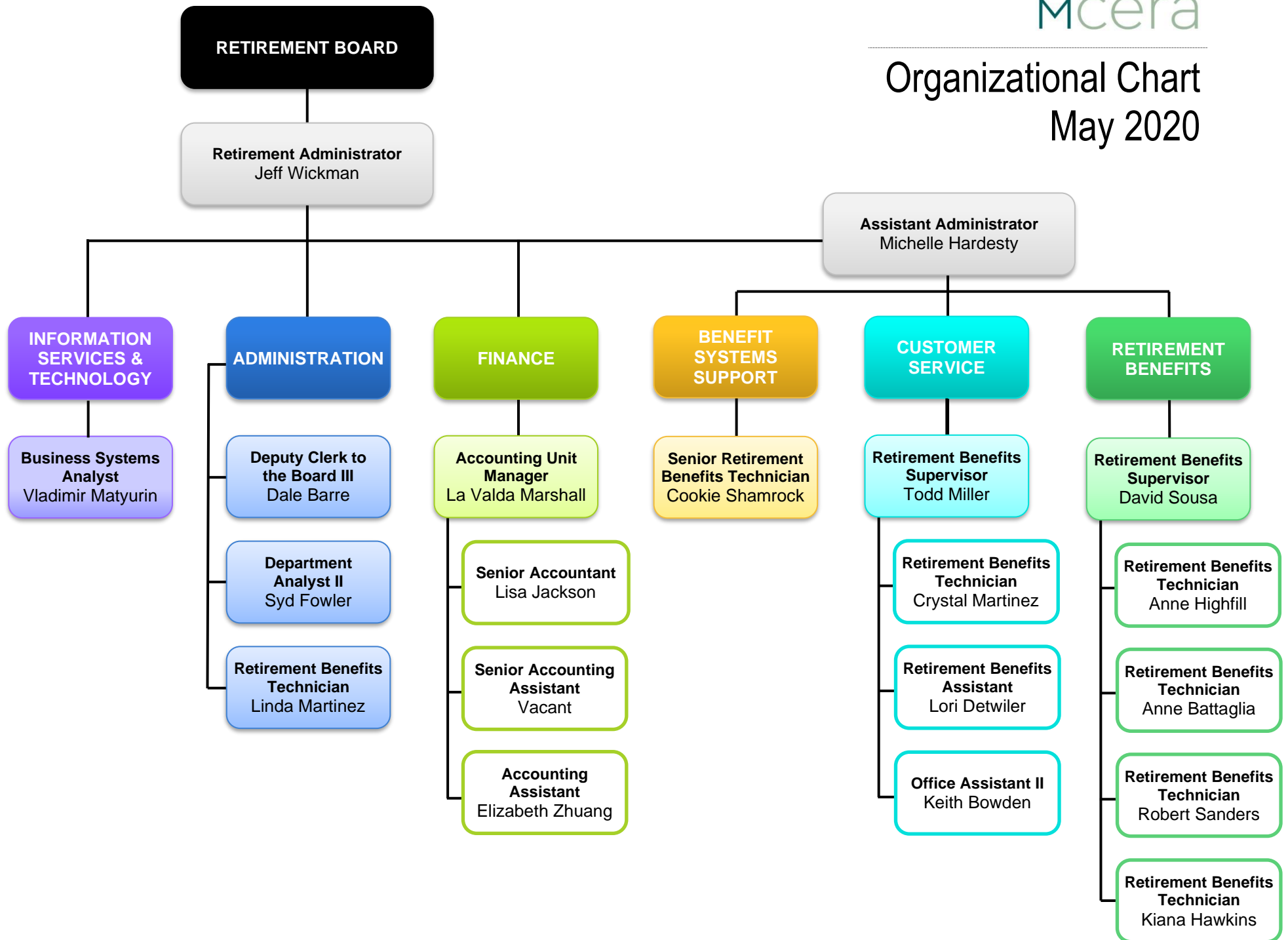
1 McInnis Parkway	78,499.00	78,499.00	0.0%
Tenant Improvements Suite 100	19,519.00	19,519.00	0.0%
Tenant Improvements Main Lobby	0.00	15,079.00	100.0%
CPAS (12 years straight line depr)	364,474.00	364,474.00	0.0%
	462,492.00	477,571.00	3.3%

Reprographic Services

Copy Machine Lease	14,300.00	23,200.00	62.2%
COM Print Shop	16,000.00	9,000.00	-43.8%
	30,300.00	32,200.00	6.3%

Organizational Chart

May 2020



**Marin County Employees' Retirement Association
Budgeted Position List**

May 12, 2020

Position	Team Member
Retirement Benefit Technician	Anne Battaglia
Retirement Benefit Technician	Kiana Hawkins
Retirement Benefit Technician	Anne Highfill
Retirement Benefit Technician	Crystal Martinez
Retirement Benefit Technician	Linda Martinez
Retirement Benefit Technician	Robert Sanders
Senior Retirement Benefits Technician	Lorna Shamrock
Retirement Benefits Assistant	Lori Detwiler
Senior Accountant	Lisa Jackson
Senior Accounting Assistant	Vacant
Accounting Assistant	Elizabeth Zhuang
Office Assistant II	Keith Bowden
Department Analyst II	Sydney Fowler
Business Systems Analyst	Vladimir Matyurin
Deputy Clerk of the Board III	Dale Barre
Retirement Benefits Supervisor	David Sousa
Retirement Benefits Supervisor	Todd Miller
Accounting Unit Manager	La Valda Marshall
Assistant Retirement Administrator	Michelle Hardesty
Retirement Administrator	Jeff Wickman
Total 20	19

	FY 18/19 Actual Expenses	FY 19/20 Approved Budget	January	February	March	3rd Qtr. Total	Percentage of Budget used	NOTES
Salaries and Benefits		26 PP	2 PP	2 PP	2 PP	6 PP		
								QTD - Quarter-to-Date SL - Straight Line WCI - Workers' Comp Ins
Regular Staff Salaries	1,601,465	1,935,105	121,460	121,352	121,460	364,272	18.8%	FTE - Full Time Equivalent PP - Payperiod
Extra-Hire	5,225	0	0	0	0	0	0.0%	
Overtime	1,429	0	0	0	0	0	0.0%	
Employee Benefits	218,829	319,486	17,575	17,575	18,235	53,385	16.7%	
Retirement Benefits	326,923	427,995	23,095	23,074	23,095	69,264	16.2%	
Retirement Benefits - OPEB	158,261	196,750	12,966	12,954	12,966	38,886	19.8%	
Ret POB Debt Svc. Misc	79,883	97,866	6,367	6,361	6,367	19,095	19.5%	
Auto Allowance	9,598	9,950	738	738	738	2,214	22.3%	
Unused Fringe Benefits	22,152	0	1,236	1,209	1,236	3,681	0.0%	
Workers Comp. Insurance	17,724	71,003	4,908	(7,000)	4,908	2,816	4.0%	Includes \$11.9K QTD credit for WCI refund.
Medicare	23,484	28,612	1,764	1,762	1,763	5,289	18.5%	
Total Salaries and Benefits	2,464,974	3,086,767	190,109	178,025	190,768	558,902	18.1%	QTD actual is 6.9% under SL budget due to 1.0 FTE Vacancy and WCI credit.
Services and Supplies								
Professional Services	45,833	47,200	0	0	2,475	2,475	5.2%	
Innovest - Retiree payroll processing	34,703	37,000	5,180	2,752	6,304	14,236	38.5%	
Records Retention	2,617	2,700	246	332	443	1,021	37.8%	
Bank Charges	7,515	8,500	0	191	144	335	3.9%	
Insurance Premiums	72,023	72,000	70,937	0	0	70,937	98.5%	QTD actual is 73.5% over the SL budget due to \$70.9K (i.e. 99% of FY budget) payment to Risk Strategies for the annual insurance renewal.
Utilities (1 McInnis owner allocation)	136,245	151,200	31,848	15,974	15,974	63,796	42.2%	
Memberships & Dues	11,375	12,000	2,000	0	69	2,069	17.2%	
Subscriptions	1,166	5,000	2,781	124	0	2,905	58.1%	QTD actual is 33.1% over the SL budget due to PBI Research, a death audit monitoring expense at \$2.7K or 55.6% or annual budget used in Jan'2020.
Conferences/Training	16,880	23,000	3,795	125	500	4,420	19.2%	
Travel and Mileage	29,061	30,000	387	0	2,732	3,119	10.4%	
Document Reproduction Costs	24,787	30,300	3,231	2,163	3,515	8,909	29.4%	
Medical Examinations	3,648	12,000	0	1,500	6,500	8,000	66.7%	QTD actual is 41.7% over the SL budget due to service needs.
Investigations	1,122	4,500	0	399	0	399	6.4%	Investigations, Transcribing, Medical Record Review and Hearings budget used.
Transcribing/Medical Record Review	201,251	217,000	3,075	4,239	1,083	8,397		
Hearings	38,270	55,000	550	7,875	600	9,025		
Board Election Fees	200	800	0	0	0	0	0.0%	
Board Remuneration (gross pay)	8,600	10,000	600	800	383	1,783	17.8%	
Board Pmt (ER Liab., ADP & Bank fees)	1,967	0	236	164	361	761	0.0%	
Office Expense and Supplies	8,206	12,700	434	1,374	573	2,381	18.7%	
Office expenses - phone	1,946	1,400	375	241	241	857	61.2%	QTD actual is 36.2% over the SL budget due to unbudgeted mobile share 4G data service for MCERA wireless hardware.
Electronic Supplies	16,623	500	0	0	49	49	9.8%	
Ergonomic Supplies	956	500	0	0	0	0	0.0%	
Office Supplies - Postage	2,711	4,000	274	118	89	481	12.0%	
Miscellaneous - Food	7,211	8,000	2,318	309	619	3,246	40.6%	
Depreciation Expense	467,051	462,492	0	0	115,623	115,623	25.0%	
Total Services and Supplies	1,141,967	1,207,792	128,267	38,680	158,277	325,224	26.9%	QTD actual is 1.9% over SL budget.
Interdepartmental Charges								
Personal Computers Lease (Reclassified to Non-Admin)	2,550	11,700	0	0	0	0	0.0%	
Telephone Charges	25,900	25,900	(12,950)	12,950	6,475	6,475	25.0%	FYTD accrual reversal, actual and Q-3 accrual.
Cost Allocation Plan (CAP) - County-wide Indirect	287,915	316,714	(158,357)	307,895	0	149,538	47.2%	FYTD accrual reversal and FYTD actual.
Total Interdepartmental Charges	316,365	354,314	(171,307)	320,845	6,475	156,013	44.0%	QTD actual is 19.0% over SL budget. CAP is billed/paid in full for FY 19/20.
TOTAL	3,923,306	4,648,873	147,069	537,550	355,520	1,040,139	22.4%	QTD actual is 2.6% under SL budget.

MCERA Administrative Budget fund #7007

FY19/20 Quarter Ending March 31, 2020, by quarter

	FY 18/19 Actual Expenses	FY 19/20 Approved Budget	1st Qtr. Total	2nd Qtr. Total	3rd Qtr. Total	FYTD Total	Percentage of Budget used
Salaries and Benefits							
		26 PP	6 PP	7 PP	6 PP	19 PP	
Regular Staff Salaries	1,601,465	1,935,105	294,614	424,653	364,272	1,083,539	56%
Extra-Hire	5,225	0	0	0	0	0	0%
Overtime	1,429	0	60	0	0	60	0%
Employee Benefits	218,829	319,486	40,743	59,362	53,385	153,490	48%
Retirement Benefits	326,923	427,995	56,881	80,741	69,264	206,886	48%
Retirement Benefits - OPEB	158,261	196,750	31,039	45,329	38,886	115,254	59%
Ret POB Debt Svc. Misc.	79,883	97,866	15,319	22,260	19,095	56,674	58%
Auto Allowance	9,598	9,950	1,845	2,584	2,214	6,643	67%
Unused Fringe Benefits	22,152	0	4,131	5,782	3,681	13,594	0%
Workers Comp. Insurance	17,724	71,003	11,950	8,968	2,816	23,734	33%
Medicare	23,485	28,612	4,309	6,203	5,289	15,801	55%
Total Salaries and Benefits	2,464,974	3,086,767	460,891	655,882	558,902	1,675,675	54%
Services and Supplies							
Professional Services	45,833	47,200	45,012	0	2,475	47,487	101%
Innovest - Retiree payroll processing	34,703	37,000	8,126	8,253	14,236	30,615	83%
Records Retention	2,617	2,700	1,052	951	1,021	3,024	112%
Bank Charges	7,515	8,500	101	343	335	779	9%
Insurance Premiums	72,023	72,000	5,662	0	70,937	76,599	106%
Utilities (1 McInnis owner allocation)	136,245	151,200	37,905	37,885	63,796	139,586	92%
Memberships & Dues	11,375	12,000	4,000	5,747	2,069	11,816	98%
Subscriptions	1,166	5,000	2,739	1,036	2,905	6,680	134%
Conferences/Training	16,880	23,000	5,199	9,105	4,420	18,724	81%
Travel and Mileage	29,061	30,000	1,779	10,262	3,119	15,160	51%
Document Reproduction Costs	24,787	30,300	7,141	7,504	8,909	23,554	78%
Medical Examinations	3,648	12,000	875	0	8,000	8,875	74%
Investigations	1,122	4,500	513	0	399	912	20%
Transcribing/Medical Record Review	201,251	217,000	41,618	46,353	8,397	96,368	44%
Hearings	38,270	55,000	6,230	32,250	9,025	47,505	86%
Board Fees	200	800	550	0	0	550	69%
Board Fees (gross pay)	8,600	10,000	2,200	2,416	1,783	6,399	64%
Board Fees (ER Liab., ADP & Bank fees)	1,967	0	473	258	761	1,492	0%
Office Expense and Supplies	8,206	12,700	2,987	5,144	2,381	10,512	83%
Office expenses - phone	1,946	1,400	638	733	857	2,228	159%
Electronic Supplies	16,623	500	1,031	1,519	49	2,599	520%
Ergonomic Supplies	956	500	0	0	0	0	0%
Office Supplies - Postage	2,711	4,000	430	314	481	1,225	31%
Miscellaneous - Food	7,211	8,000	1,820	1,546	3,246	6,612	83%
Depreciation Expense	467,051	462,492	115,623	115,623	115,623	346,869	75%
Total Services and Supplies	1,141,967	1,207,792	293,704	287,242	325,224	906,170	75%
Interdepartmental Charges							
Personal Computers Lease (Reclassified to Non-Admin)	2,550	11,700	0	0	0	0	0%
Telephone Charges	25,900	25,900	6,475	6,475	6,475	19,425	75%
Cost Allocation Plan (County-wide Indirect)	287,915	316,714	79,179	79,179	149,538	307,896	97%
Total Interdepartmental Charges	316,365	354,314	85,654	85,654	156,013	327,321	92%
TOTAL	3,923,306	4,648,873	840,249	1,028,778	1,040,139	2,909,166	63%

B.H.&3.

MCERA Non-Budgeted Expenses
FY 19/20 Quarter Ending March 31, 2020, by month

	January	February	March	3rd Qtr. Expenses
Retiree Payroll	12,987,954	12,934,100	12,980,594	38,902,648
Retiree Death benefit paid	25,000	30,000	35,000	90,000
Active member death benefit	0	0	0	0
Refund of Contributions	35,307	62,931	0	98,238
Total Retirement member expense	13,048,261	13,027,031	13,015,594	39,090,886
Personal Computer Lease (Accrual)	0	0	2,925	2,925
CPAS	0	101,198	30,343	131,541
Business Systems (Accountmate)	0	113	0	113
IBM - Cognos systems	0	0	0	0
Oracle America	0	0	2,409	2,409
Total Computer expense	0	101,311	35,677	136,988
Linea Secure, LLC (Cybersecurity)	0	26,500	0	26,500
Insight Public Sector, Inc.	0	8,150	8,150	16,300
Total Security expense	0	34,650	8,150	42,800
Legal	28,865	25,842	63,595	118,302
County Counsel	28,431	0	0	28,431
Ice Miller LP	434	0	2,875	3,309
Nossaman	0	25,842	60,720	86,562
Cheiron Inc. (Actuary)	0	0	44,125	44,125
Appraisals (1 McInnis)	0	0	0	0
Investment Managers	0	0	2,937,339	2,937,339
Callan (Investment Consultant)	0	0	75,500	75,500
State Street (Custodian)	0	0	103,847	103,847
Woodmont Consulting Services	0	0	0	0
Investment Education Expense	0	0	0	0
Total Legal, Actuary & Investment expense	28,865	25,842	3,224,406	3,279,113
Total Fund Expenses	13,077,126	13,188,834	16,283,827	42,549,787
Nossaman				
General Counsel	0	15,462	48,893	64,355
1 McInnis Parkway Leasing	0	4,983	7,106	12,089
Investment	0	0	0	0
MAPE	0	0	334	334
Greene	0	0	0	0
Brown	0	5,397	826	6,223
Rose	0	0	3,561	3,561
Total Nossaman Expense	0	25,842	60,720	86,562
Reimbursement from Hudson Ins. regarding V. Greene	0	0	0	0
D. Brown	(8,933)	(4,346)	0	(13,279)
Total Legal Reimbursement	(8,933)	(4,346)	0	(13,279)

B.H.&3.

MCERA Non-Budgeted Expenses FY 19/20 Quarter Ending March 31, 2020, by quarter

	<u>FY18/19 Actual Expenses</u>	<u>1st Qtr. Expenses</u>	<u>2nd Qtr. Expenses</u>	<u>3rd Qtr. Expenses</u>	<u>FYTD Total</u>
Retiree Payroll	148,160,700	38,598,543	39,005,736	38,902,648	116,506,927
Retiree Death benefit paid	325,000	55,000	35,000	90,000	180,000
Active member death benefit	51,813	167,432	0	0	167,432
Refund of Contributions	965,727	431,580	171,875	98,238	701,693
Total Retirement member expense	149,503,240	39,252,555	39,212,611	39,090,886	117,556,052
Personal Computer Lease (Accrual)	0	2,925	2,925	2,925	8,775
CPAS	299,375	24,450	24,450	131,541	180,441
Business Systems (Accountmate)	3,735	113	2,125	113	2,351
IBM - Cognos systems	17,890	0	19,315	0	19,315
Oracle America	2,409	2,409	2,409	2,409	7,227
Total Computer expense	323,409	29,897	51,224	136,988	218,109
Linea Secure, LLC (Cybersecurity)	0	0	40,000	26,500	66,500
Insight Public Sector, Inc.	0	0	8,457	16,300	24,757
Total Security expense	0	0	48,457	42,800	91,257
Legal	475,944	90,767	139,107	118,302	348,176
County Counsel	97,715	16,117	41,779	28,431	86,327
Ice Miller LP	892	0	491	3,309	3,800
Nossaman	377,337	74,650	96,837	86,562	258,049
Cheiron Inc. (Actuary)	256,608	29,901	56,339	44,125	130,365
Appraisals (1 McInnis)	3,000	0	3,000	0	3,000
Investment Managers	11,634,764	2,875,049	2,975,494	2,937,339	8,787,882
Callan (Investment Consultant)	308,250	73,750	90,500	75,500	239,750
State Street (Custodian)	410,596	103,197	103,655	103,847	310,699
Woodmont Consulting Services	26,606	7,875	15,575	0	23,450
Investment Education Expense	0	2,350	7,500	0	9,850
Total Legal, Actuary & Investment expense	13,115,768	3,182,889	3,391,170	3,279,113	9,853,172
Total Fund Expenses	\$162,942,417	\$42,465,341	\$42,703,462	\$42,549,787	\$127,718,590
Nossaman					
General Counsel	308,794	51,012	37,257	64,355	152,624
One McInnis Parkway Leasing	0	13,329	31,436	12,089	56,854
Investment	38,272	391	1,561	0	1,952
MAPE	2,516	0	0	334	334
Greene	21,592	4,490	215	0	4,705
Brown	4,449	5,234	26,368	6,223	37,825
Rose	1,714	194	0	3,561	3,755
Total Nossaman Expense	377,337	74,650	96,837	86,562	258,049
Reimbursement from Hudson Ins. regarding V. Greene	(14,232)	(50)	(2,883)	0	(2,933)
David Brown	0	(3,574)	(13,279)	(13,279)	(30,132)
Total Legal Reimbursement	(14,232)	(3,624)	(16,162)	(13,279)	(33,065)

B.H.&3.

Investment Manager's Fees FY19/20 3rd quarter ending March 31, 2020

Fees:

<u>Investment Manager</u>	<u>Market Value</u>	<u>Annualized %</u>	<u>January</u>	<u>February</u>	<u>March</u>	<u>Quarter Total</u>	<u>FY 18/19 IM fees</u>
AEW Core Property	104,034,648	0.8927%	0	0	232,177	232,177	902,093
Abbott Fund VI	56,908,555	0.8820%	41,826	41,826	41,826	125,478	557,688
Abbott Fund VII	37,862,528	0.8980%	28,333	28,333	28,333	84,999	339,996
Abbott Investors 2016	31,755,386	0.8345%	22,083	22,083	22,083	66,249	231,876
Abbott Investors 2017	6,567,650	1.1420%	6,250	6,250	6,250	18,750	46,878
Artisan International Growth Fund	154,028,348	0.9489%	0	0	365,407	365,407	1,324,911
BlackRock TIPS	39,169,617	0.0341%	0	0	3,342	3,342	12,914
BlackRock US Real Estate	31,928,575	0.0734%	0	0	5,860	5,860	27,062
Colchester Global Investors	133,607,272	0.4240%	46,820	43,728	51,084	141,632	522,466
DFA Small Cap Core	170,697,406	0.4914%	0	0	209,713	209,713	530,889
Eaton Vance Structured	75,465,355	0.9454%	0	0	178,361	178,361	791,568
Invesco	34,048,302	0.7920%	22,601	23,146	21,665	67,412	269,476
KBI Global Resources Solutions	35,514,750	1.0530%	0	0	93,494	93,494	353,080
Morgan Stanley	141,584,495	0.6709%	0	0	237,486	237,486	927,047
Parametric (overlay program)	30,456,319	0.4833%	0	0	36,799	36,799	144,263
Pathway Fund 2008	63,617,288	0.8488%	0	0	135,000	135,000	673,533
Pathway I7-3	37,667,378	0.8363%	0	0	78,750	78,750	315,000
Pathway I8-9	42,120,681	0.9581%	0	0	100,887	100,887	403,548
Pathway I9-3	6,018,394	1.4331%	0	0	21,563	21,563	64,452
SSgA S&P 500 Index Strategy	452,622,278	0.0387%	0	0	43,750	43,750	49,932
TimesSquare	82,004,677	1.1632%	81,243	82,510	74,721	238,474	125,381
UBS Realty Investment	121,860,373	0.7941%	0	0	241,930	241,930	971,621
Wellington	259,837,060	0.1854%	0	0	120,406	120,406	427,917
Western Asset	135,183,055	0.2646%	0	0	89,420	89,420	332,817
Total	2,284,560,390	0.5143%	\$249,156	\$247,876	\$2,440,307	\$2,937,339	10,346,408
Terminated Managers/Investment Vehicles							
Columbus Circle							371,716
DFA Small Cap Value							209,193
Fidelity Small Cap International							674,307
SSgA S&P 500 Fund							102,242
Total Terminated Managers							\$1,357,458
Total							\$11,703,866

**MCERA Education and Due Diligence Expense Summary
FY 19/20 Quarter Ending March 31, 2020**

B.H&4.a.

<u>Trustee</u>	<u>Date</u>	<u>Conference</u>	<u>Location</u>	<u>1st quarter</u>	<u>2nd quarter</u>	<u>3rd quarter</u>	<u>Year to Date</u>
S. Block	9/4/2019	Nossaman Fiduciaries' Forum	Berkeley, CA	395.00			\$ 395.00
T. Werby	11/12-15/2019	SACRS Fall Conference	Monterey, CA		861.10		\$ 861.10
L. Murphy	11/12-15/2019 3/7-10/2020	SACRS Fall Conference CALAPRS General Assembly	Monterey, CA Rancho Mirage, CA		120.00	792.30	\$ 120.00 \$ 792.30
D. Jones	9/4/2019 5/7-10/2019 11/12-15/2019	Nossaman Fiduciaries' Forum SACRS 2019 Spring Conference SACRS Fall Conference	Berkeley, CA Lake Tahoe, CA Monterey, CA	395.00 444.57	412.16 836.12		\$ 807.16 \$ 444.57 \$ 836.12
S. Silberstein	9/4/2019 9/16/2019 5/7-10/2019 9/16-18/2019 10/25/2019 11/12-15/2019 3/9-11/2020	Nossaman Fiduciaries' Forum CII Master Class SACRS 2019 Spring Conference CII Fall 2019 Conference CALAPRS Trustees' Roundtable SACRS Fall Conference CII Conference Master Class	Berkeley, CA Minneapolis, MN Lake Tahoe, CA Minneapolis, MN Oakland, CA Monterey, CA Washington, DC	395.00 295.00 444.57		1,415.72 125.00 1,275.56 1,450.24	\$ 395.00 \$ 295.00 \$ 444.57 \$ 1,415.72 \$ 125.00 \$ 1,275.56 \$ 1,450.24
C. Cooper	11/12-15/2019	SACRS Fall Conference	Monterey, CA		888.60	386.96	\$ 1,275.56
P. Thomas	7/23-24/2019 5/7-10/2019 11/12-15/2019	Callan Institute SACRS 2019 Spring Conference SACRS Fall Conference	San Francisco, CA Lake Tahoe, CA Monterey, CA	66.42 444.57		1,275.56	\$ 66.42 \$ 444.57 \$ 1,275.56
Trustee expense				\$ 2,880.13	\$ 7,209.82	\$ 2,629.50	\$ 12,719.45
<u>Administrator</u>	<u>Date</u>	<u>Conference</u>	<u>Location</u>	<u>1st quarter</u>	<u>2nd quarter</u>	<u>3rd quarter</u>	<u>Year to Date</u>
J. Wickman	9/4/2019 9/26-28/2019 6/21/2019 11/12-15/2019 3/12/2020	Nossaman Fiduciaries' Forum CALAPRS Administration Institute 2019 CALAPRS Administrators' Round Table SACRS Fall Conference CALAPRS Retirement System General Assembly 2020	Berkeley, CA Carmel, CA San Jose, CA Monterey, CA Rancho Mirage, CA	430.00 1,250.00 228.91		1,087.59	\$ 430.00 \$ 1,250.00 \$ 228.91 \$ 1,087.59 \$ 1,067.13
Employee							
L. Martinez	9/19/2019	CALAPRS Disability Staff Training	Oakland, CA	250.00	64.05		\$ 314.05
K. Hawkins	9/20/2019	CALAPRS Accountants Round Table	Oakland, CA	195.05			\$ 195.05
L. Jackson	9/20/2019 12/11-13/2019	CALAPRS Accountants Round Table CALAPRS Advanced Course in Retirement Plan Administration	Oakland, CA Oakland, CA	125.00	54.05 608.10		\$ 179.05 \$ 608.10
L. Marshall	6/20/2019 9/20/2019 10/22/2019 4/20-21/2020	Government Finance Officers Association Class Registration CALAPRS Accountants Round Table GFOA CAFR Training CALAPRS Management Academy Module 1	Internet Training Oakland, CA Orange County, CA Pasadena, CA	199.00 169.05		963.37 3,000.00	\$ 199.00 \$ 169.05 \$ 963.37 \$ 3,000.00
K. Bowden	9/11-18/2019	MUNIS Training (COM)	San Rafael, CA		12.00		\$ 12.00
T. Miller	9/24/2019 2/26/2020	ATOM Training (COM) ATOM Project Update Meeting	San Rafael, CA San Rafael, CA		8.00	15.60	\$ 8.00 \$ 15.60
E. Zhuang	9/20/2019	CALAPRS Accountants Round Table	Oakland, CA	125.00	54.05		\$ 179.05
R. Sanders	10/16-18/2019	CALAPRS Intermediate Staff Training	San Jose, CA	500.00	902.68		\$ 1,402.68
C. Martinez	10/16-18/2019 12/11-13/2019	CALAPRS Intermediate Staff Training CALAPRS Advanced Course in Retirement Plan Administration	San Jose, CA Oakland, CA	500.00	940.68 108.10	500.00	\$ 1,440.68 \$ 608.10
Administrator and Employee expense				\$ 3,972.01	\$ 4,802.67	\$ 4,582.73	\$ 13,357.41

MCERA Education and Due Diligence Expense Summary

B.H&4.a.

A. Dunning	6/7/2019	CALAPRS Attorneys' Round Table	Burbank, CA	125.00			\$	125.00	
	9/20/2019	CALAPRS Attorneys' Round Table	Oakland, CA		125.00		\$	125.00	
	3/26/2020	CALAPRS Attorneys' Round Table	Costa Mesa, CA			125.00	\$	125.00	
Cortex	10/29/2019	Cortex on-site education session and off-site professional services (Tom Iannucci)	San Rafael, CA		7,229.58		\$	7,229.58	
CALAPRS	3/7-10/2020	CALAPRS General Assembly	Rancho Mirage, CA			201.94	\$	201.94	
Counsel/Other expense							\$	7,806.52	
				\$	125.00	\$	7,354.58	\$	326.94
TOTAL MCERA Education and Due Diligence Expense							\$	33,883.38	
				\$	6,977.14	\$	19,367.07	\$	7,539.17

**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
CONTINUING TRUSTEE EDUCATION SUMMARY
Tuesday, March 31, 2020**

24 hours required by September 1, 2020

Trustee Jones 51.65

24 hours required by November 1, 2020

Trustee Thomas 77.24

24 hours required by December 31, 2020

Trustee Cooper 41.25

Trustee Given 16.67

Trustee Shaw 13.92

24 hours required by January 24, 2021

Trustee Silberstein 27.62

24 hours required by August 25, 2021

Trustee Murphy 12.17

24 hours required by October 17, 2021

Trustee Klein 3.17

24 hours required by November 1, 2021

Trustee Block 5.67

Trustee Gladstern 3.17

Trustee Poirier 3.17

Trustee Werby 24.17

B.3.c.4.b.

MCERA CONTINUING TRUSTEE EDUCATION LOG

TRUSTEE Master Log

HOURS	DATE	SPONSOR	EVENT/SEMINAR	TOPIC									
				PENSION LAW	INVESTMENT PERFORMANCE MEASUREMENT	ASSET ALLOCATION AND INVESTMENT MANAGEMENT	ACTUARIAL EVALUATION AND PROCESS	BENEFITS ADMINISTRATION	DISABILITY RETIREMENT	BOARD GOVERNANCE, ETHICS, & FIDUCIARY OBLIGATIONS	ORGANIZATION BUDGET & AUDIT PROCEDURES		
			<i>Note: Online Certified Public Service Ethics Education in individual tabs only.</i>										
24.00	HOURS DUE by >		The later of December 31, 2014, or two years after assuming office, and biannually thereafter.										
			<i>See prior reports by date for earlier data.</i>										
1.25	1/26/2016	Callan	National Conference: Global Economic Landscape			X							
1.25	1/26/2016	Callan	National Conference: Capital Markets Panel			X							
1.25	1/26/2016	Callan	National Conference: Global Aging: Challenges and Opportunities			X							
1.50	1/26/2016	Callan	National Conference: Exploring ESG Issues			X							
1.50	1/26/2016	Callan	National Conference: Multi-Asset Class Strategies: Generation Z			X							
1.50	1/26/2016	Callan	National Conference: Plan Sponsor Trends Panel			X							
1.25	1/27/2016	Callan	National Conference: The Science of Risk			X							
1.25	1/27/2016	Callan	National Conference: Geopolitics of the Global Economy			X							
1.50	1/27/2016	Callan	National Conference: Disruptive Tech: The Unrecognizable New World of Tech and Culture			X							
1.50	1/27/2016	Callan	National Conference: Exploring ESG Issues			X							
1.50	1/27/2016	Callan	National Conference: Multi-Asset Class Strategies: Generation Z			X							
1.25	2/5/2016	CalAPRS	Trustee Roundtable: Technology Threats: What You Must Know to Protect Your Retirement Systems and Members									X	
1.00	2/5/2016	CalAPRS	Trustee Roundtable: Internal Research for Customer Service						X				
1.00	2/5/2016	CalAPRS	Trustee Roundtable: Best Practices of Highly Effective Boards: Is Your Board Prepared to Manage Future Challenges?									X	
0.50	2/10/2016	MCERA	FPPC Rules re Form 700									X	
1.00	3/6/2016	CalAPRS	General Assembly: CA Pension Reform: What's Next?	X									
1.00	3/6/2016	CalAPRS	General Assembly: What in the World is Going On? A Scan of Economic Conditions and Markets Around the Globe			X							
1.00	3/7/2016	CalAPRS	General Assembly: Exploring the Pension Landscape without Getting Stuck by an Actuarial Cactus				X						
1.00	3/7/2016	CalAPRS	General Assembly: What's the Fuss about Private Equity Fees?		X								
1.25	3/7/2016	CalAPRS	General Assembly: Alternative Investments: What's Hot, What's Not			X							
1.25	3/7/2016	CalAPRS	General Assembly: Asset-Liability Analysis for the 21st Century - "Got Correlation?"			X							
2.00	3/7/2016	CalAPRS	General Assembly: Fixed Income: Should We Tweak the Recipe or Expand the Menu?			X							
1.00	3/8/2016	CalAPRS	General Assembly: National Trends & Forecasts for Public Retirement Systems					X					
1.25	3/8/2016	CalAPRS	General Assembly: System Governance: Is the Train on its Track?									X	
0.50	3/9/2016	MCERA	Preliminary Actuarial Valuation Report				X						
30.25	Hours for Quarter Ending March 31, 2016												

B.3.c.4.b.

MCERA CONTINUING TRUSTEE EDUCATION LOG

TRUSTEE Master Log

HOURS	DATE	SPONSOR	EVENT/SEMINAR	TOPIC								
				PENSION LAW	INVESTMENT PERFORMANCE MEASUREMENT	ASSET ALLOCATION AND INVESTMENT MANAGEMENT	ACTUARIAL EVALUATION AND PROCESS	BENEFITS ADMINISTRATION	DISABILITY RETIREMENT	BOARD GOVERNANCE, ETHICS, & FIDUCIARY OBLIGATIONS	ORGANIZATION BUDGET & AUDIT PROCEDURES	
0.75	4/13/2016	MCERA	Actuarial Valuation Report FY 2014-15				X					
2.00	5/10/2016	SACRS	Post-traumatic Stress Disorder and Disability							X		
2.00	5/10/2016	SACRS	Ethics Training								X	
2.00	5/10/2016	SACRS	The Impact (Pros and Cons) of Personal Mobile Devices in the Workplace								X	
1.00	5/11/2016	SACRS	Global Economic Update and Investment Implications			X						
1.00	5/11/2016	SACRS	Observations, Thoughts and Predictions: The Current National Political Environment in this Presidential Election Year	X								
1.00	5/11/2016	SACRS	Risk Management Techniques to Improve Investor Outcomes			X						
3.00	5/11/2016	SACRS	Breakout: Ops-Benefits					X				
3.00	5/11/2016	SACRS	Breakout: Attorney	X								
3.00	5/11/2016	SACRS	Breakout: Disability							X		
3.00	5/11/2016	SACRS	Breakout: Internal Auditors									X
3.00	5/11/2016	SACRS	Breakout: Administrators					X				
3.00	5/11/2016	SACRS	Breakout: Investment			X						
3.00	5/11/2016	SACRS	Breakout: Trustees								X	
3.00	5/11/2016	SACRS	Breakout: Safety					X				
1.00	5/11/2016	SACRS	Legislative Committee Meeting	X								
1.00	5/12/2016	SACRS	General Session: Social Security - The Choice of a Lifetime					X				
1.00	5/12/2016	SACRS	General Session: Panel re Private Equity & Hedge Funds: Fee transparency, accountability, and standardized disclosures in agreement with general partner			X						
1.00	5/12/2016	SACRS	General Session: CIO Panel - Investment Wisdom for Volatile Markets			X						
1.00	5/12/2016	SACRS	Concurrent Session 2 pm A: Having Your Cake and Eating it Too re Portfolios			X						
1.00	5/12/2016	SACRS	Concurrent Session 2 pm B: Capitalizing on the Current Investment Environment for Real Estate			X						
1.00	5/12/2016	SACRS	Concurrent Session 2 pm C: Pension Reboot: The Capital of Silicon Valley Hits CTRL-ALT-DEL	X								
1.00	5/12/2016	SACRS	Concurrent Session 3:40 pm A: Legislative Update	X								
1.00	5/12/2016	SACRS	Concurrent Session 3:40 pm B: Lessons Learned from the City of Bell, California Corruption Scandal	X								
1.00	5/12/2016	SACRS	Concurrent Session 3:40 pm C: When Do Consultants Agree to See the Markets Differently?			X						
1.00	5/13/2016	SACRS	General Session: How You Can Use Research to Win in Life (and Improve Customer Care)					X				
2.00	5/31/2016	NYSSA	New York Society of Securities Analysts Live re Department of Labor Conflict of Interest Fiduciary Rule			X						

B.3.c.4.b.

MCERA CONTINUING TRUSTEE EDUCATION LOG

TRUSTEE Master Log

HOURS	DATE	SPONSOR	EVENT/SEMINAR	TOPIC								
				PENSION LAW	INVESTMENT PERFORMANCE MEASUREMENT	ASSET ALLOCATION AND INVESTMENT MANAGEMENT	ACTUARIAL EVALUATION AND PROCESS	BENEFITS ADMINISTRATION	DISABILITY RETIREMENT	BOARD GOVERNANCE, ETHICS, & FIDUCIARY OBLIGATIONS	ORGANIZATION BUDGET & AUDIT PROCEDURES	
1.00	6/10/2016	CalAPRS	Trustees' Roundtable - Compliance Matters								X	
1.00	6/10/2016	CalAPRS	Trustees' Roundtable - New Federal and State Legislation Your Pension System Needs to Understand	X								
1.00	6/10/2016	CalAPRS	Trustees' Roundtable - Understanding Residential Real Estate Investing for Pension Trustees			X						
49.75	Hours for Quarter Ending June 30, 2016											
0.50	9/8/2016	Public Retirement Journal	Public Retirement Seminar - Pension Issues, Health Care & Local Bankruptcies	X								
0.50	9/8/2016	Public Retirement Journal	Public Retirement Seminar - The Legislature on Pensions & Other Post Employment Benefits in a Post PEPRA World	X								
0.50	9/8/2016	Public Retirement Journal	Public Retirement Seminar - OPEB Prefunding: It Works!				X					
0.75	9/8/2016	Public Retirement Journal	Public Retirement Seminar - CalPERS: Roadmap on Environmental, Social & Governance Factors as it Relates to Investments & Long-term Sustainability			X						
1.00	9/8/2016	Public Retirement Journal	Public Retirement Seminar - Pension & OPEB: Actuarial Point of View				X					
2.00	9/28/2016	CII	CII Fall Conference - Master Class: Engaging Effectively								X	
1.50	9/28/2016	CII	CII Fall Conference - Safety Success: How Robust Safety Programs Help Energy Investors Protect Lives and Manage Enterprise Risks			X						
1.50	9/28/2016	CII	CII Fall Conference - Dealing with the Growth of Shareholder Litigation Outside the U.S.	X								
1.50	9/28/2016	CII	CII Fall Conference - Recent Developments in the Legal Landscape	X								
1.50	9/28/2016	CII	CII Fall Conference - Is CEO Pay Too High?								X	
1.50	9/28/2016	CII	CII Fall Conference - Mobilizing and Aligning Companies and Investors on Climate Risk Disclosures								X	
1.50	9/28/2016	CII	CII Fall Conference - Best Governance Practices in M & A								X	
0.75	9/29/2016	CII	CII Fall Conference - Plenary 1: Investment Outlook			X						
1.00	9/29/2016	CII	CII Fall Conference - Plenary 2: Director Perspectives								X	
0.75	9/29/2016	CII	CII Fall Conference - Plenary 3: Rethinking Executive Pay								X	
0.83	9/29/2016	CII	CII Fall Conference - Breakout 1: Political and Policy Implications of 2016 Elections					X				

B.3.c.4.b.

MCERA CONTINUING TRUSTEE EDUCATION LOG

TRUSTEE Master Log

HOURS	DATE	SPONSOR	EVENT/SEMINAR	TOPIC									
				PENSION LAW	INVESTMENT PERFORMANCE MEASUREMENT	ASSET ALLOCATION AND INVESTMENT MANAGEMENT	ACTUARIAL EVALUATION AND PROCESS	BENEFITS ADMINISTRATION	DISABILITY RETIREMENT	BOARD GOVERNANCE, ETHICS, & FIDUCIARY OBLIGATIONS	ORGANIZATION BUDGET & AUDIT PROCEDURES		
0.83	9/29/2016	CII	CII Fall Conference - IPO Companies & Corporate Governance									X	
0.75	9/29/2016	CII	CII Fall Conference - Plenary 4: View From an Activist Shareholder									X	
0.75	9/29/2016	CII	CII Fall Conference - Integrating Climate Change Considerations Into Investment									X	
1.50	9/29/2016	CII	CII Fall Conference - Diversity and Inclusion in the Capital Markets									X	
1.50	9/29/2016	CII	CII Fall Conference - Bigger Isn't Always Better: A Case Study in Alternative Asset Manager Risk for Institutional Investors			X							
1.50	9/29/2016	CII	CII Fall Conference - Securities Fraud Litigation: Preserving and Advancing Investors' Claims in Corporate Bankruptcy	X									
1.50	9/29/2016	CII	CII Fall Conference - Private Equity Impact Investing in Emerging Markets			X							
1.50	9/29/2016	CII	CII Fall Conference - The Growth in Responsible Investing: What it Means for Investment Managers									X	
27.41	Hours for Quarter Ending September 30, 2016												
2.00	10/18/2016	MCERA	Workshop: Asset Liability Study Preliminary Review and Discussion			X							
1.00	10/18/2016	MCERA	Workshop: How Has Risk Changed Over Time		X								
1.00	10/18/2016	MCERA	Workshop: Portfolio Review of MCERA's Active Investment Managers			X							
1.50	10/18/2016	MCERA	Workshop: Multi-Asset Class Investing - Education Session			X							
0.75	10/19/2016	MCERA	Workshop: Review MCERA's Pension Funding Practices				X						
0.25	10/19/2016	MCERA	Workshop: Discussion of Rockefeller Institute Study				X						
1.50	10/27/2016	Nossaman	Fiduciarys' Forum - The Evolution of Vested Rights in California Supreme Court Precedent and Recent Court of Appeal Developments	X									
1.50	10/28/2016	Nossaman	Fiduciarys' Forum - Fee Transparency: The Interplay Between Managers, SEC, ILPA and California Disclosure Requirements									X	
0.83	10/28/2016	Nossaman	Fiduciarys' Forum - Developments and Challenges in Open Meeting Laws and the Public Records Act	X									
0.83	10/28/2016	Nossaman	Fiduciarys' Forum - Fiduciary, Conflict of Interest and Transparency Issues Involving Investment-Related Service Providers									X	
1.50	10/28/2016	Nossaman	Fiduciarys' Forum - Cybersecurity Presentation					X					
2.00	11/8/2016	SACRS	Fall Conference - Trustee Training: The Asset Allocation Game: Rat Pack Together Again			X							
2.00	11/8/2016	SACRS	Fall Conference - Disability/Ops Breakout: Disability Retirement and Reciprocity: What's Your System Paying? What Does Ours Owe?							X			
1.00	11/9/2016	SACRS	Fall Conference - General Session Keynote: 2016 Elections									X	
1.00	11/9/2016	SACRS	Fall Conference - General Session: Election Result Implications for Private Markets, and Considerations for U.S. Public Pension funds									X	
1.00	11/9/2016	SACRS	Fall Conference - General Session: Transportation and Technology			X							

B.3.c.4.b.

MCERA CONTINUING TRUSTEE EDUCATION LOG

TRUSTEE Master Log

HOURS	DATE	SPONSOR	EVENT/SEMINAR	TOPIC									
				PENSION LAW	INVESTMENT PERFORMANCE MEASUREMENT	ASSET ALLOCATION AND INVESTMENT MANAGEMENT	ACTUARIAL EVALUATION AND PROCESS	BENEFITS ADMINISTRATION	DISABILITY RETIREMENT	BOARD GOVERNANCE, ETHICS, & FIDUCIARY OBLIGATIONS	ORGANIZATION BUDGET & AUDIT PROCEDURES		
0.34	12/8/2016	Markets Group	California Institutional Investor Forum - Exciting Applications of Big Data in Investment Management		X								
0.67	12/8/2016	Markets Group	California Institutional Investor Forum - Practical Steps towards ESG Integration									X	
0.83	12/8/2016	Markets Group	California Institutional Investor Forum - Far Beyond Political Correctness: Inclusive Investment Practices									X	
0.83	12/8/2016	Markets Group	California Institutional Investor Forum - Probably More Science than Art: Asset Allocation and Risk Management			X							
1.00	12/8/2016	Markets Group	California Institutional Investor Forum - Breakout: Fixed Income			X							
1.00	12/8/2016	Markets Group	California Institutional Investor Forum - Breakout: Style Investing			X							
1.00	12/8/2016	Markets Group	California Institutional Investor Forum - Breakout: Emerging Markets			X							
1.00	12/8/2016	Markets Group	California Institutional Investor Forum - Breakout: Global Equity			X							
1.00	12/8/2016	Markets Group	California Institutional Investor Forum - Breakout: Absolute Return Strategies			X							
1.00	12/8/2016	Markets Group	California Institutional Investor Forum - Breakout: ESG Integration									X	
1.00	12/8/2016	Markets Group	California Institutional Investor Forum - Breakout: Inclusive Investment Practice									X	
1.00	12/8/2016	Markets Group	California Institutional Investor Forum - Breakout: Asset Allocation and Risk Management			X							
1.00	12/8/2016	Markets Group	California Institutional Investor Forum - Breakout: Managed Futures			X							
0.50	12/14/2016	MCERA	GASB 67/68 Report				X						
59.67	Hours for Quarter Ending December 31, 2016												
167.08	Total Hours for 2016												
0.50	1/11/2017	MCERA	Projections of Cost Changes to Tiers as PEPRAs Membership Grows				X						
1.25	1/24/2017	Callan	National Conference: Global Economic Landscape			X							
1.00	1/24/2017	Callan	National Conference: Callan's EDD Talk on Investment Theory and Design			X	X						
1.25	1/24/2017	Callan	National Conference: The Future of Energy			X							
1.00	1/24/2017	Callan	National Conference: Workshop - It's Private: Real Estate Debt and Middle Market Lending			X							

B.3.c.4.b.

MCERA CONTINUING TRUSTEE EDUCATION LOG

TRUSTEE Master Log

HOURS	DATE	SPONSOR	EVENT/SEMINAR	TOPIC									
				PENSION LAW	INVESTMENT PERFORMANCE MEASUREMENT	ASSET ALLOCATION AND INVESTMENT MANAGEMENT	ACTUARIAL EVALUATION AND PROCESS	BENEFITS ADMINISTRATION	DISABILITY RETIREMENT	BOARD GOVERNANCE, ETHICS, & FIDUCIARY OBLIGATIONS	ORGANIZATION BUDGET & AUDIT PROCEDURES		
1.00	1/24/2017	Callan	National Conference: Insights from Investors: No Shortage of Challenges			X							
1.00	1/24/2017	Callan	National Conference: Asset Owner Trends Panel			X							
1.25	1/25/2017	Callan	National Conference: Financial Regulation/Economy			X							
1.25	1/25/2017	Callan	National Conference: Behavioral Finance in the 21st Century			X							
1.50	1/25/2017	Callan	National Conference: The Next 20 Years: How Science Will Revolutionize Business, Finance, Technology and Jobs			X							
1.00	1/25/2017	Callan	National Conference: Workshop - It's Private: Real Estate Debt and Middle Market Lending			X							
1.00	1/25/2017	Callan	National Conference: Workshop - Digging Through the Alpha Graveyard: The Insidious Effects of Survivorship Bias		X								
1.00	2/3/2017	CalAPRS	Trustee Roundtable: Changing Demographics and Their Impact to Our Systems					X					
1.00	2/3/2017	CalAPRS	Trustee Roundtable: Introduction to Futures and Options			X							
1.00	2/3/2017	CalAPRS	Trustee Roundtable: Legislative Update	X									
0.25	2/8/2017	MCERA	Preliminary Actuarial Valuation Report			X							
0.25	2/8/2017	MCERA	Form 700 Training								X		
2.50	2/27/2017	CII	Spring Conference: Pension Fund Trustee Training - Mastering the Fundamentals: Ethical Issues and Basic Investment Skills								X		
2.50	2/27/2017	CII	Spring Conference: Pension Fund Trustee Training - Advanced Topics in Pension Fund Governance and Investment								X		
1.25	2/27/2017	CII	Spring Conference: Navigating the Energy Transition in the Oil and Gas Sector: Engaging and Voting to Create Portfolio Resilience and Long-Term Value			X							
2.40	2/27/2017	CII	Spring Conference: Executive Compensation 201								X		
0.75	2/27/2017	CII	Spring Conference: Beyond TSR: Long-Term Performance Measures & CEO Pay		X								
0.50	2/27/2017	CII	Spring Conference: Climate Competent Boards: Why & How								X		
1.00	2/27/2017	CII	Spring Conference: Plenary 1 What's Next for U.S. Policy & Regulation	X									
0.75	2/27/2017	CII	Spring Conference: Plenary 2 What's Next for the World's Biggest Pension Fund: Optimizing the Global Investment Chain by Enhancing Stewardship and ESG								X		
1.00	2/28/2017	CII	Spring Conference: Plenary 3 Next-Generation Investing			X							
1.00	2/28/2017	CII	Spring Conference: Plenary 4 Next-Generation Directors								X		
1.00	2/28/2017	CII	Spring Conference: Breakout 1 Common Investment - A Competitive Threat?			X							
1.00	2/28/2017	CII	Spring Conference: Breakout 2 Climate-Related Financial Disclosure									X	
1.00	2/28/2017	CII	Spring Conference: Breakout 3 IFRS and Why It Matters to U.S. Investors									X	
0.50	2/28/2017	CII	Spring Conference: Plenary 6 Stewardship, American-Style: The Investor Stewardship Group Framework			X							

B.3.c.4.b.

MCERA CONTINUING TRUSTEE EDUCATION LOG

TRUSTEE Master Log

HOURS	DATE	SPONSOR	EVENT/SEMINAR	TOPIC									
				PENSION LAW	INVESTMENT PERFORMANCE MEASUREMENT	ASSET ALLOCATION AND INVESTMENT MANAGEMENT	ACTUARIAL EVALUATION AND PROCESS	BENEFITS ADMINISTRATION	DISABILITY RETIREMENT	BOARD GOVERNANCE, ETHICS, & FIDUCIARY OBLIGATIONS	ORGANIZATION BUDGET & AUDIT PROCEDURES		
1.25	2/28/2017	CII	Spring Conference: International Shareholder Litigation: Coping with Increasing Jurisdictions & Not Leaving Money on the Table	X									
1.25	2/28/2017	CII	Spring Conference: Impact Rising: The Future of Impact Investing			X							
1.25	2/28/2017	CII	Spring Conference: Diverse Manager Programs: Debunking the Myths and Accelerating growth			X							
1.25	2/28/2017	CII	Spring Conference: Methane Reduction in the U.S. Oil and Gas Industry			X							
1.00	3/5/2017	CalAPRS	General Assembly: A National Perspective on the Future of Pension Management								X		
1.50	3/5/2017	CalAPRS	General Assembly: Securing CalPERS' Future: Managing our Assets and Liabilities				X						
1.00	3/6/2017	CalAPRS	General Assembly: The Big Investment Issues of the Day			X							
1.00	3/6/2017	CalAPRS	General Assembly: Captivating and Capitalizing for California Pensions: A Panel Discussion			X							
0.75	3/6/2017	CalAPRS	General Assembly: The Actuarial Challenges of Adequate Funding				X						
1.00	3/6/2017	CalAPRS	General Assembly: The Governance Side of Effectively Managing Disability Cases							X			
1.00	3/7/2017	CalAPRS	General Assembly: Power and Politics								X		
1.25	3/7/2017	CalAPRS	General Assembly: A Macro Economic Outlook on the Future			X							
0.50	3/8/2017	MCERA	Actuarial Valuation Report June 30, 2016				X						
1.50	3/29/2017	CalAPRS	Advanced Principles of Pension Management: Keynote address - Effective Board Decision Making								X		
3.00	3/30/2017	CalAPRS	Advanced Principles of Pension Management: Policy-Based Boards: Introduction								X		
1.75	3/30/2017	CalAPRS	Advanced Principles of Pension Management: Economics Update and Forecast			X							
1.25	3/30/2017	CalAPRS	Advanced Principles of Pension Management: Good Governance and the Investment Team			X							
1.25	3/30/2017	CalAPRS	Advanced Principles of Pension Management: Wearing the Right Hat at the Right Time- The Fiduciary Duties of Public Pension System Board Members								X		
2.00	3/31/2017	CalAPRS	Advanced Principles of Pension Management: Advanced Actuarial Principles				X						
1.25	3/31/2017	CalAPRS	Advanced Principles of Pension Management: Policy-Based Boards: Effective Planning								X		
59.65	Hours for Quarter Ending March 31, 2017												
2.00	4/17/2017	MCERA	Strategic Workshop: Review of Investment Process			X							
1.00	4/17/2017	MCERA	Strategic Workshop: Capital Markets Update and Asset Allocation Review			X							
1.00	4/17/2017	MCERA	Strategic Workshop: Review of Multi-Asset Class Strategies and Potential Role in MCERA Portfolio			X							
1.50	4/17/2017	MCERA	Strategic Workshop: Asset Class Review			X							
2.00	4/18/2017	MCERA	Strategic Workshop: Behavioral Finance and How We Invest			X							
35.00	5/8-12/2017	Wharton	Investment Strategies and Portfolio Management: Modern Portfolio Theory			X							
2.00	5/16/2017	SACRS	Spring Conference: Disability Investigations							X			

B.3.c.4.b.

MCERA CONTINUING TRUSTEE EDUCATION LOG

TRUSTEE Master Log

HOURS	DATE	SPONSOR	EVENT/SEMINAR	TOPIC									
				PENSION LAW	INVESTMENT PERFORMANCE MEASUREMENT	ASSET ALLOCATION AND INVESTMENT MANAGEMENT	ACTUARIAL EVALUATION AND PROCESS	BENEFITS ADMINISTRATION	DISABILITY RETIREMENT	BOARD GOVERNANCE, ETHICS, & FIDUCIARY OBLIGATIONS	ORGANIZATION BUDGET & AUDIT PROCEDURES		
1.50	7/26/2017	Callan	Introduction to Investments: Performance Measurement		X								
2.00	8/28/2017	FPPC	Certified Public Service Ethics Training									X	
1.00	9/11/2017	NCPERS	Public Pension Funding Forum: Review of 2016 Forum and Subsequent Research					X					
1.00	9/11/2017	NCPERS	Public Pension Funding Forum: Secure Choice Update; Pension Landscape					X					
1.00	9/11/2017	NCPERS	Public Pension Funding Forum: Opportunities for Pension Funds in the Age of Trumponomics; Infrastructure Investments			X							
1.00	9/11/2017	NCPERS	Public Pension Funding Forum: Pension Funds are in a Better Shape than You Think				X						
1.00	9/11/2017	NCPERS	Public Pension Funding Forum: Does Closing a Defined Benefit Pension Plan and Moving New Hires into a Defined Contribution Plan Save Money?					X					
1.00	9/11/2017	NCPERS	Public Pension Funding Forum: State and Local Revenue Structures: What Can We Do To Ensure Adequate Funding?				X						
0.75	9/11/2017	NCPERS	Public Pension Funding Forum: Role of Fees in Closing Pension Funding Gap		X								
0.50	9/12/2017	NCPERS	Public Pension Funding Forum: Pension Funding Options in Economic Downturns			X							
1.25	9/12/2017	NCPERS	Public Pension Funding Forum: Emerging State Approaches to Pension Funding				X						
1.00	9/12/2017	NCPERS	Public Pension Funding Forum: Closing the Funding Gap without Dismantling Public Pensions - Pension Obligation Bonds				X						
1.00	9/12/2017	NCPERS	Public Pension Funding Forum: Closing the Funding Gap without Dismantling Public Pensions - Other Options				X						
1.00	9/12/2017	NCPERS	Public Pension Funding Forum: Pensions and Economy			X							
0.75	9/13/2017	MCERA	2017 Experience Study - Review of Economic Assumptions				X						
2.25	9/13/2017	CII	Fall Conference: Impacts of Immigration Policies on Institutional Investors									X	
2.25	9/13/2017	CII	Fall Conference: Implementing the Paris Agreement Goals									X	
2.00	9/13/2017	CII	Fall Conference: Master Class: Shareholder Evaluation of Directors									X	
1.00	9/13/2017	CII	Fall Conference: Public Companies: An Endangered Species?									X	
1.00	9/13/2017	CII	Fall Conference: Directors Speak Out									X	
1.50	9/13/2017	CII	Fall Conference: Diversifying Diversity: Exploring the Dimensions of a Truly Diversified Board									X	
2.00	9/13/2017	CII	Fall Conference: The Intersection of Climate Change and Shareholder Votes									X	
0.75	9/14/2017	CII	Fall Conference: Human Complexity and the Financial Markets									X	
1.00	9/14/2017	CII	Fall Conference: CIOs Speak: Is the Endowment Model Still Viable?			X							
1.00	9/14/2017	CII	Fall Conference: Human Capital: How to Value, How to Disclose									X	
1.00	9/14/2017	CII	Fall Conference: Methodology of Index Providers			X							

B.3.c.4.b.

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1.25	3/5/2018	CalAPRS	General Assembly: Why I'm Your Most Essential Advisor					X				
1.00	3/5/2018	CalAPRS	General Assembly: Felony Forfeitures	X								
1.00	3/6/2018	CalAPRS	General Assembly: The Behavioral Level of Financial Decision-Making			X						
1.00	3/6/2018	CalAPRS	General Assembly: Cybersecurity					X				
5.00	3/12/2018	CII	Trustee Training								X	
2.25	3/12/2018	CII	Master Class: Activist Investing, Shareholder Proxy Contest Decision-Making and Board Dynamics								X	
0.50	3/12/2018	CII	Plenary 1: Interview with the SEC Chairman								X	
0.50	3/12/2018	CII	Plenary 2: The Role of Index Providers in a Changing World of Investments, Part I			X					X	
1.00	3/12/2018	CII	Plenary 3: Board Members Speak: Board Oversight of Corporate Culture								X	
0.25	3/13/2018	CII	Plenary 4: Board Accountability 2.0 and Other Topics								X	
0.25	3/13/2018	CII	Plenary 5: Washington Update by Jeff Mahoney	X								
0.50	3/13/2018	CII	Plenary 6: The Role of Index Providers in a Changing World of Investments, Part II			X						
0.75	3/13/2018	CII	Plenary 7: Emerging Markets: Governance and Investment								X	
1.00	3/13/2018	CII	Breakout 1: Executive Pay								X	
1.00	3/13/2018	CII	Breakout 2: The Rise of the Working Class Shareholder								X	
1.00	3/13/2018	CII	Breakout 3: Dual Class Stock: Are Sunset Provisions the Way Forward?								X	
1.00	3/14/2018	MCERA	Form 700 Refresher								X	
1.50	3/28/2018	CalAPRS	Advanced Principles of Pension Management: Keynote Address - Effective Board Decision Making								X	
3.00	3/29/2018	CalAPRS	Advanced Principles of Pension Management: Keynote Address - Policy-Focused Boards - Introduction								X	
1.75	3/29/2018	CalAPRS	Advanced Principles of Pension Management: Keynote Address - Economics Update and Forecast			X						
1.25	3/29/2018	CalAPRS	Advanced Principles of Pension Management: Keynote Address - Good Governance and the Investment Team			X						
1.25	3/29/2018	CalAPRS	Advanced Principles of Pension Management: Keynote Address - Wearing the Right Hat at the Right Time - The Fiduciary Duties of Public Pension System Board Members								X	
2.00	3/30/2018	CalAPRS	Advanced Principles of Pension Management: Keynote Address - Advanced Actuarial Principles				X					
1.25	3/30/2018	CalAPRS	Advanced Principles of Pension Management: Keynote Address - Policy-Focused Boards - Effective Planning								X	
46.55	Hours for Quarter Ending March 31, 2018											
0.50	4/17/2018	MCERA	Strategic Workshop: Statistics and Probabilities		X							
1.50	4/17/2018	MCERA	Strategic Workshop: Capital Markets Update and Asset Allocation Review			X						

B.3.c.4.b.

MCERA CONTINUING TRUSTEE EDUCATION LOG

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1.00	4/17/2018	MCERA	Strategic Workshop: Proxy Voting Advisory Services									X	
1.00	4/17/2018	MCERA	Strategic Workshop: Investments - Pros and Cons of Different Legal Structures			X							
1.50	4/17/2018	MCERA	Strategic Workshop: Domestic Equity Structure and Manager Review			X							
1.50	4/18/2018	MCERA	Strategic Workshop: Disability Process Review and Discussion							X			
1.00	4/18/2018	MCERA	Strategic Workshop: Open Public Meeting Requirements	X									
1.00	4/18/2018	MCERA	Strategic Workshop: Securities Lending Overview			X							
1.25	5/14/2018	NCPERS	Annual Conference: 2018 Economic Outlook			X							
0.75	5/14/2018	NCPERS	Annual Conference: Legal Panel: Securities Litigation	X									
0.50	5/14/2018	NCPERS	Annual Conference: Managing Costs and Optimizing Performance		X								
1.00	5/14/2018	NCPERS	Annual Conference: Actuarial Hot Spots in 2018				X						
1.00	5/14/2018	NCPERS	Annual Conference: Key Issues Impacting Real Estate Investing Strategies			X							
1.00	5/14/2018	NCPERS	Annual Conference: ESG Investing: Buzzwords or Better Investing?			X							
1.00	5/14/2018	NCPERS	Annual Conference: Dual Approaches to Improving Portfolio Outcomes			X							
1.00	5/14/2018	NCPERS	Annual Conference: Harnessing the Future in Emerging Markets			X							
1.00	5/14/2018	NCPERS	Annual Conference: The Rise of Corporate Governance Cases to Effect Social Change								X		
0.75	5/15/2018	NCPERS	Annual Conference: The Outlook for Public Plan Investments: A Conversation with Chief Investment Officers		X								
0.50	5/15/2018	NCPERS	Annual Conference: Advancing Secure Savings and Investment for Pension Funds through Innovation		X								
0.50	5/15/2018	NCPERS	Annual Conference: Public Plan Funding Standards				X						
0.50	5/15/2018	NCPERS	Annual Conference: You've had a Cyber Breach...What's Next?					X					
1.00	5/15/2018	NCPERS	Annual Conference: The Case for International Smaller-Cap Equities			X							
1.00	5/15/2018	NCPERS	Annual Conference: How to Protect YOU in Today's Data Breach World					X					
1.00	5/15/2018	NCPERS	Annual Conference: ESG Investing and Fiduciary Duty								X		
1.00	5/15/2018	NCPERS	Annual Conference: Plan Sustainability versus Plan Solvency						X				
1.00	5/15/2018	NCPERS	Annual Conference: Populism and Public Policy in the 21st Century: How Investors Can Be Part of the Solution								X		
0.50	5/16/2018	NCPERS	Annual Conference: Infrastructure Investing in the US from a Canadian Institutional Investor			X							
0.75	5/16/2018	NCPERS	Annual Conference: Legal Panel: Benefits, Tax & Regulations	X									
0.25	5/16/2018	NCPERS	Annual Conference: Unintended consequences: How Scaling Back Public Pensions Puts Government Revenues at Risk						X				
1.00	5/16/2018	NCPERS	Annual Conference: Change for the Greater Good: Why Change is in the Best Interest of Your Members						X				
1.00	5/16/2018	NCPERS	Annual Conference: Negative Net Cash Flow: Red Flag or Red Herring?						X				

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1.00	5/16/2018	NCPERS	Annual Conference: Finding Value in the High Yield Bond Market			X						
0.50	5/16/2018	NCPERS	Annual Conference: An Institutional Approach to the Climate Transition								X	
0.50	5/16/2018	NCPERS	Annual Conference: Disruptive Trends in Emerging Markets Private Equity			X						
0.50	5/16/2018	NCPERS	Annual Conference: Mining for Gems - What are Secondaries and How Do They Add Value?			X						
0.50	5/16/2018	NCPERS	Annual Conference: Can I Successfully Reduce My Equity Risk Without Reducing Long-Term Return Potential?			X						
0.50	5/16/2018	NCPERS	Annual Conference: Global Economic and Market Update: Can Strong Run Continue or is This as Good as it Gets			X						
0.50	5/16/2018	NCPERS	Annual Conference: Can Absolute Return Strategies Protect Against a Comeback in Volatility?			X						
1.00	5/16/2018	NCPERS	Annual Conference: Understanding the Connection Between Pension Shareholder Activism and Pension Reform								X	
		SACRS	ANNUAL CONFERENCE									
2.00	5/15/2018	SACRS	Certified Public Service Ethics Education								X	
2.00	5/15/2018	SACRS	3 P's of Disability: Policy, Procedure and Process Ability							X		
2.00	5/15/2018	SACRS	#MeToo/Time's UP/It's On Us! Sexual Harassment Prevention Training for Local Agency Officials								X	
2.00	5/15/2018	SACRS	Ethics for Public Officials - What Public Retirement System Officials Need to Know								X	
1.00	5/16/2018	SACRS	General Session: The Resource Efficiency Revolution: How It's Changing the Global Economy			X						
1.00	5/16/2018	SACRS	General Session: The David Rubenstein Peer to Peer Conversations						X			
1.00	5/16/2018	SACRS	General Session: Speaker Todd Buchholz, Economist			X						
3.50	5/16/2018	SACRS	Breakout - Ops/Benefits& Disability							X		
3.50	5/16/2018	SACRS	Breakout - Investment			X						
3.50	5/16/2018	SACRS	Breakout - Trustee						X			
3.50	5/16/2018	SACRS	Breakout - Safety						X			
1.00	5/16/2018	SACRS	General Session: Don't Be A Bystander: Be the Spark that Ignites Change								X	
1.00	5/17/2018	SACRS	General Session: The Proof Is In The Results!			X						
1.00	5/17/2018	SACRS	Is Goldilocks In For Some Cold Porridge?			X						
1.00	5/17/2018	SACRS	Concurrent Session A: Managing Investment Consultant Conflicts of Interest								X	
1.00	5/17/2018	SACRS	Concurrent Session B: Disruptive Innovation: The Greatest Opportunity & Risk in Our Lifetime			X						
1.00	5/17/2018	SACRS	Concurrent Session C: Legislation to Operation	X								
1.00	5/17/2018	SACRS	Concurrent Session A: Truth Tellers			X						

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1.00	5/17/2018	SACRS	Concurrent Session B: Legislative Update 2018	X									
1.00	5/18/2018	SACRS	General Session: Can You Risk Ignoring the Biggest Risk									X	
			ESG Investing										
0.50	5/17/2018	Pensions & Investments	Keynote Interview: Betty Yee, Controller, State of California									X	
0.30	5/17/2018	Pensions & Investments	Presentation: Harnessing ESG as an Alpha Source in Active Quantitative Equities			X							
0.30	5/17/2018	Pensions & Investments	Presentation: Public Equities as Impact Investment									X	
0.65	5/17/2018	Pensions & Investments	Panel Discussion: Integrating ESG throughout the Investment Process									X	
0.65	5/17/2018	Pensions & Investments	Panel Discussion: ESG as a Risk Management Strategy			X							
0.50	5/17/2018	Pensions & Investments	Keynote Interview: Jagdeep Singh Bachher, CIO, University of California									X	
30.75	5/21-25/18	Wharton	Investment Strategies and Portfolio Management - Program Overview, Modern Portfolio Management Theory, Evaluating Managers and Strategies, Advanced Asset Allocation, Bond Management, Behavioral Finance, Derivatives and Their Use, Investment Policy, Real Estate, International Markets, Hedge Funds, Private Equity, Outlook for the Economy and Navigating Its Risks, Review of Content			X							
3.00	5/21-25/18	Wharton	Investment Strategies and Portfolio Management - Performance Measurement		X								
103.90	Hours for Quarter Ending June 30, 2018												
	7/15/2018	SACRS	PUBLIC PENSION INVESTMENT MANAGEMENT PROGRAM										
1.50	7/15/2018	SACRS	Pension Fund and Investment Basics			X							
1.50	7/15/2018	SACRS	Return, Risk and Diversification			X							
1.50	7/15/2018	SACRS	Practical Mean-Variance Analysis			X							
1.50	7/15/2018	SACRS	CAPM and Luck vs. Skill			X							
1.75	7/16/2018	SACRS	Financial Economics for Pensions: Forecasting Assets Cook County Case			X							
1.50	7/16/2018	SACRS	Forecasting Liabilities: Actuarial Science				X						
1.50	7/16/2018	SACRS	Portfolio Management and Performance Measurement		X								
1.50	7/16/2018	SACRS	Systematic Risk and Luck vs. Skill: DFA Case Discussion			X							
1.25	7/17/2018	SACRS	Disruptive Technologies: Transforming the Future of Investment			X							
1.00	7/17/2018	SACRS	Keynote Speaker - Robert Reich			X							
1.50	7/17/2018	SACRS	Real Assets			X							
1.25	7/17/2018	SACRS	Alternative Investment Strategies: PE Case Discussion			X							

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1.50	7/17/2018	SACRS	Alternative Investment Strategies: Hedge Funds			X							
1.25	7/18/2018	SACRS	ESG Case Discussion: Norway SWF and Walmart Case			X							
1.75	7/18/2018	SACRS	Pension Fund Governance Panel									X	
1.00	7/18/2018	SACRS	Behavioral Finance: Overconfidence and Expertise									X	
1.50	7/18/2018	SACRS	Leadership and the Role of the Trustee									X	
2.00	8/9/2018	FPPC	Certified Public Service Ethics Education									X	
1.25	9/10/2018	Committee on Workers' Capital	Roundtable Discussion: Addressing labour Issues in Your Investments: Recent Trustee Experiences									X	
1.25	9/10/2018	Committee on Workers' Capital	Asset Manager Accountability: Moving Managers from Talk to Action									X	
28.75	Hours for Quarter Ending September 30, 2018												
2.00	10/5/2018	FPPC	Certified Public Service Ethics Education									X	
0.75	10/15/2018	CRCEA	Public Employee Pension Rights Under Judicial Attack - Will the "California Rule" Survive?	X									
2.00	10/18/2018	Nossaman	Fiduciaries' Forum: Key Pension Litigation Nationally with a Focus on California, etc.	X									
2.50	10/18/2018	Nossaman	Fiduciaries' Forum: Keynote Presentation: Expert's Insights - New Composition of the U.S. Supreme Court	X									
1.00	10/19/2018	Nossaman	Fiduciaries' Forum: A Look at the Standard of Care in Private Fund Documentation and How This Plays Out in Litigation									X	
0.50	10/19/2018	Nossaman	Fiduciaries' Forum: Key Intellectual Property Issues for Public Agencies	X									
0.50	10/19/2018	Nossaman	Fiduciaries' Forum: Recent Market Trends in Private Fund Investment Transactions			X							
0.25	10/19/2018	Nossaman	Fiduciaries' Forum: Tax Code Challenges as We Head Into 2019	X									
1.00	10/19/2018	Nossaman	Fiduciaries' Forum: Defense and Indemnification Rights of Trustees and Staff: How Protected Are You?	X									
1.00	10/19/2018	Nossaman	Fiduciaries' Forum: How Technological Changes and Cyber Vulnerabilities Change the Risk Matrix for Investors			X							
30.75	10/22-26/18	Wharton	Investment Strategies and Portfolio Management - Program Overview, Modern Portfolio Theory, Evaluating Managers and Strategies, Advanced Asset Allocation, Investment Policy, Behavioral Finance, Bond Management, Derivatives and Their Use, Private Equity, International Markets, Hedge Funds, Real Estate, Outlook for the Economy and Navigating Its Risks, Review of Content			X							

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3.00	10/22-26/18	Wharton	Investment Strategies and Portfolio Management - Performance Measurement		X								
		CII	CII FALL 2018 CONFERENCE										
1.00	10/23/2018	CII	Principles, Best Practices and Updates on Virtual Shareholder Meetings									X	
1.00	10/23/2018	CII	Task Force on Climate Related Disclosures (TCFD) Recommendations: Driving Climate Risk into Mainstream Reporting			X							
1.00	10/23/2018	CII	Uncovering the Plastics Problem: Reg. Impacts, Areas of Engagement, Investment Risk & Opportunity			X							
0.50	10/23/2018	CII	Improving Information for Investors in the Digital Age			X							
0.50	10/23/2018	CII	ESG, Public Sector and Fixed Income: A Conversation with Chicago Treasurer Kurt Summers			X							
0.50	10/23/2018	CII	Virtual Currencies, Blockchain, ICOs and Financial Regulation			X							
0.90	10/24/2018	CII	ESG Integration: A Progress Report			X							
0.50	10/24/2018	CII	The Perils of Dual-Class			X							
0.50	10/24/2018	CII	Index Providers in a Changing Investment World, Part III: An Interview with Alex Matturi of S&P			X							
0.90	10/24/2018	CII	Breakout 1: Executive Compensation - A Fork in the Road?									X	
0.90	10/24/2018	CII	Breakout 2 - Cybersecurity Risk - What's at Stake for Investors			X							
1.75	10/24/2018	CII	Luncheon Keynote & Interview									X	
1.00	10/24/2018	CII	Addressing Portfolio ESG Risk Through Active Stewardship									X	
1.00	10/24/2018	CII	The Growing Risk of Sexual Harassment in the Workplace									X	
1.00	10/24/2018	CII	Understanding Climate Change-related Risks and Opportunities with Portfolio Holdings			X							
1.00	10/25/2018	CII	Shareholder Activism Abroad									X	
1.33	10/25/2018	CII	Promoting Racial and Ethnic Diversity on Public Company Boards & Shareholder Initiatives									X	
1.00	10/26/2018	CalAPRS	Trustee Roundtable: Leveraging Your Manager's Best Ideas - Managed Custody Accounts and the Role of Partnership in Dynamic Portfolio Management			X							
1.25	10/26/2018	CalAPRS	Trustee Roundtable: Cybersecurity for Trustees - What to Know, What to Ask, What to Do									X	
1.00	10/26/2018	CalAPRS	Trustee Roundtable: Cryptocurrency, Blockchain and how Blockchain is being applied in the Real Estate Industry			X							
1.00	10/30/2018	MCERA	Strategic Workshop: Board Governance at MCERA									X	
1.00	10/30/2018	MCERA	Strategic Workshop: Fat Tails and Black Swans - Risk Mitigation Strategies			X							
1.00	10/30/2018	MCERA	Strategic Workshop: Asset Allocation Case Study - Functionally Focused Portfolio			X							

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0.83	9/5/2019	Nossaman	Roles and Responsibilities of Consultants, Managers, and Investors/LPACs									X	
1.00	9/5/2019	Nossaman	Discussion of Institutional Limited Partners Association 3.0	X									
0.67	9/5/2019	Nossaman	Overview of Open-Ended vs. Close-Ended Funds	X									
0.50	9/5/2019	Nossaman	Alternative Investment Issues in PPMs, LPAs, and Subscription Agreements			X							
0.33	9/5/2019	Nossaman	Key Legal Considerations for Investments in Real Assets	X									
0.33	9/5/2019	Nossaman	Current Legal Issues in PAS System Administration and Privacy	X									
0.33	9/5/2019	Nossaman	Twists in Public Pension System Insurance Coverage for Fiduciaries	X									
0.92	9/5/2019	Nossaman	Roundtable: Top Fiduciary Issues for Public Plans									X	
2.00	9/16/2019	CII	Fall Conference - Master Class: Evaluating Pay for Performance									X	
0.75	9/16/2019	CII	Fall Conference - Dual Class Stock and the Future of Corporate Governance			X							
0.75	9/16/2019	CII	Fall Conference - Evolving the Board									X	
0.75	9/17/2019	CII	Fall Conference - Fiduciary Duty and ESG in Investment: CIO Perspectives									X	
0.50	9/17/2019	CII	Fall Conference - Public Company Accounting Oversight: Key Issues and Developments										X
0.50	9/17/2019	CII	Fall Conference - Gender Pay Equity									X	
0.25	9/17/2019	CII	Fall Conference - Lessons from the front Lines: Challenges in Renewable Energy Deployment & Transitions			X							
1.00	9/17/2019	CII	Fall Conference - Member-Hosted Panel: Forced Arbitration Clauses & the Repercussions for Institutional Investors	X									
1.75	9/17/2019	CII	Fall Conference - Luncheon Keynote: The Secret and Benefits of Understanding Motivation at Work									X	
1.00	9/17/2019	CII	Fall Conference - Breakout: Auditing Issues and Proxy Voting									X	
30.24	Hours for Quarter Ending September 30, 2019												
2.00	10/4/2019	TalentQuest	Preventing Discrimination and Harassment - Supervisors									X	
1.00	10/25/2019	CalAPRS	Trustees' Roundtable - Evolving themes in Environmental, Social and Governance (ESG) investing			X							
0.50	10/25/2019	CalAPRS	Trustees' Roundtable - ESG performance and integration		X								
1.00	10/25/2019	CalAPRS	Trustees' Roundtable - Inside ESG, screening metrics, performance, opportunities and investment vehicles		X								
1.00	10/25/2019	CalAPRS	Trustees' Roundtable - Practical matters of ESG including innovations and integration			X							
		SACRS	SACRS FALL CONFERENCE										
2.00	11/12/2019	SACRS	Trustee Training									X	
1.00	11/13/2019	SACRS	General Session - Keynote Speaker Danny Glover			X							
1.00	11/13/2019	SACRS	General Session - Disruptive Technologies and Their Impact on Pension Plan Decisions			X							

B.3.c.4.b.

MCERA CONTINUING TRUSTEE EDUCATION LOG

TRUSTEE Master Log

HOURS	DATE	SPONSOR	EVENT/SEMINAR	TOPIC								
				PENSION LAW	INVESTMENT PERFORMANCE MEASUREMENT	ASSET ALLOCATION AND INVESTMENT MANAGEMENT	ACTUARIAL EVALUATION AND PROCESS	BENEFITS ADMINISTRATION	DISABILITY RETIREMENT	BOARD GOVERNANCE, ETHICS, & FIDUCIARY OBLIGATIONS	ORGANIZATION BUDGET & AUDIT PROCEDURES	
1.00	11/13/2019	SACRS	General Session - Up in Smoke			X						
3.00	11/13/2019	SACRS	Safety Breakout					X				
3.00	11/13/2019	SACRS	Trustee Breakout								X	
3.00	11/13/2019	SACRS	Attorney Breakout	X								
1.00	11/14/2019	SACRS	General Session - Managing Hyper-Growth and Innovation			X						
1.00	11/14/2019	SACRS	General Session - Current Economic and Financial Outlook			X						
1.00	11/14/2019	SACRS	General Session - The What, Why and How of Diversity and Inclusion in the Public Pension Industry Workplace								X	
1.00	11/14/2019	SACRS	Concurrent Session A - Building a Private Credit Portfolio: Implementation Approaches, Considerations and Challenges			X						
1.00	11/14/2019	SACRS	Concurrent Session B - Pursuing What You're Due - One Retirement System's Experience Suing Its Carrier	X								
1.00	11/14/2019	SACRS	Concurrent Session C - 130-30 strategies are back. Exploring the benefits of active equity extension in today's investment landscape.			X						
1.00	11/14/2019	SACRS	Concurrent Session A - Changing Consumer Patterns - The Impact on Retail and Industrial Real Estate			X						
1.00	11/14/2019	SACRS	Concurrent Session C - CalPERS & SACRS - Reciprocity, Do I Get It? Part 1 of 2 - Legal, CalPERS Guest Panels at SACRS					X				
1.00	11/14/2019	SACRS	Concurrent Session B - Risk, Mortality and Other Things That Only an Actuary Can Love				X					
1.00	11/14/2019	SACRS	General Session - SACRS System Highlights & Key Takeaways					X				
2.00	11/16/2020	FPPC	Certified Public Service Ethics Training								X	
0.67	12/11/2019	MCERA	GASB 67-68 Report				X					
0.25	12/11/2019	MCERA	Audited Financial Statements									X
0.50	12/11/2019	MCERA	Preliminary Valuation Results				X					
30.92	Hours for Quarter Ending December 31, 2019											
		Callan	CALLAN NATIONAL CONFERENCE									
1.25	1/28/2020	Callan	Keynote Speaker: Dr. Moyo			X						
1.25	1/28/2020	Callan	Vivek Wadhuaa on how technologies will change the world			X						
1.00	1/28/2020	Callan	Diversifying Strategies in Alternatives			X						
1.00	1/28/2020	Callan	Fee Study: What Institutional Investors are Actually Paying		X							
1.25	1/29/2020	Callan	Joseph Caughlin on how global demographics, technology and changing generational behaviors are transforming business and society			X						
1.25	1/29/2020	Callan	EDD Talk on Investment Theory and Design			X						
1.75	1/29/2020	Callan	Frank Abagnale on cybersecurity and fraud prevention					X				

<u>Posting Date</u>	<u>Transaction Date</u>	<u>Vendor</u>	<u>Amt. Charged</u>	<u>Receipt</u> <u>(Yes/No/Other)</u>	<u>For (dept.or area served)</u>	<u>Reason (or item purchased)</u>
Dale 6670						
1/27/2020	1/25/2020	Epicurean Group	\$ 309.34	Yes	Retirement Board	Cater Investment Committee meeting
2/5/2020	2/3/2020	CalAPRS	\$ 125.00	Yes	Retirement Board	Counsel to Attorneys' Roundtable
		Total:	\$ 434.34			
2/3/2020	2/1/2020	Annual Card Fee	\$ 25.00			
Kiana 8171						
1/20/2020	1/17/2020	Office Depot	\$331.88	Yes	MCERA Staff	Office supplies
2/3/2020	1/30/2020	Office Depot	\$381.67	Yes	MCERA Staff	Office supplies
2/6/2020	2/5/2020	Office Depot	\$24.58	Yes	MCERA Staff	Office supplies
2/7/2020	2/5/2020	Office Depot	\$396.76	Yes	MCERA Staff	Office supplies
2/7/2020	2/6/2020	Office Depot	\$8.99	Yes	MCERA Staff	Office supplies
2/10/2020	2/7/2020	Office Depot	\$20.70	Yes	MCERA Staff	Office supplies
2/10/2020	2/10/2020	Wall Street Journal	\$124.34	Yes	MCERA Staff	J.Wickman subscription
2/17/2020	2/13/2020	Office Depot	\$145.71	Yes	MCERA Staff	Office supplies
		Total:	\$1,434.63			
		Balance Total:	\$1,893.97			

<u>Posting Date</u>	<u>Transaction Date</u>	<u>Vendor</u>	<u>Amt. Charged</u>	<u>Receipt</u> <u>(Yes/No/Other)</u>	<u>For (dept.or area served)</u>	<u>Reason (or item purchased)</u>
Dale 6670						
2/19/2020	2/17/2020	Epicurean	\$ 309.34	Yes	Retirement Board	Cater February Board meeting
2/26/2020	2/24/2020	CalAPRS	\$ 250.00	Yes	Retirement Board	Registration General Assembly Murphy
3/4/2020	3/2/2020	Omni Rancho	\$ 542.30	Yes	Retirement Board	CalAPRS General Assembly-Murphy
3/4/2020	3/2/2020	Omni Rancho	\$ 542.30	Yes	Retirement Board	CalAPRS General Assembly-Wickman
3/9/2020	3/5/2020	Omni Rancho	\$ 201.94	Yes	Retirement Board	CalAPRS General Assembly - Wickman
3/11/2020	3/9/2020	Epicurean	\$ 309.34	Yes	Retirement Board	Cater March Board meeting
3/13/2020	3/11/2020	Mandarin Oriental	\$ 1,155.24	Yes	Retirement Board	CII Hotel - Silberstein
3/16/2020	3/13/2020	Go To Meeting	\$ 49.00	Yes	Retirement Board	Conduct remote meetings
		Total:	\$ 3,359.46			
Kiana 8171						
2/27/2020	2/25/2020	Office Depot	\$94.56	Yes	MCERA Staff	Office Supplies
3/4/2020	3/3/2020	The Economist	\$69.00	Yes	Retirement Board	C.Cooper Subscription
3/5/2020	3/3/2020	Office Depot	\$181.53	Yes	MCERA Staff	Office Supplies
3/5/2020	3/4/2020	Office Depot	\$32.79	Yes	MCERA Staff	Office Supplies
3/6/2020	3/4/2020	Office Depot	\$11.97	Yes	MCERA Staff	Office Supplies
3/11/2020	3/9/2020	Office Depot	\$123.06	Yes	MCERA Staff	Office Supplies
3/16/2020	3/13/2020	Office Depot	\$96.74	Yes	MCERA Staff	Office Supplies
		Total:	\$609.65			
		Balance Total:	\$3,969.11			

Receipt

<u>Posting Date</u>	<u>Transaction Date</u>	<u>Vendor</u>	<u>Amt. Charged</u>	<u>(Yes/No/Other)</u>	<u>For (dept.or area served)</u>	<u>Reason (or item purchased)</u>
Dale 6670						
3/19/2020	3/18/2020	Go To Meeting	\$ 59.00		Retirement Board	Provide for remote meetings
4/16/2020	4/15/2020	Go To Meeting	\$ 68.14		Retirement Board	Provide for remote meetings
		Total:	\$ 127.14			
Kiana 8171						
3/30/2020	3/27/2020	Costco Wholesale	(\$818.74)	Yes	MCERA Staff	Credit for laptop return
3/20/2020	3/19/2020	Office Depot	\$32.69	Yes	MCERA Staff	Office Supplies
3/30/2020	3/27/2020	Costco Wholesale	\$1,637.48	Yes	MCERA Staff	Laptops for staff to work remotly via SIP order
4/6/2020	3/27/2020	Costco Wholesale	\$4,093.70	Yes	MCERA Staff	Laptops for staff to work remotly via SIP order
4/6/2020	4/3/2020	Wall Street Journal	\$116.97	Yes	MCERA Staff	J.Wickman subscription
4/6/2020	4/4/2020	Amazon	\$44.01	Yes	MCERA Staff	Office Supplies
4/6/2020	4/5/2020	Amazon	\$124.21	Yes	MCERA Staff	Office Supplies
4/6/2020	4/5/2020	Amazon	\$71.85	Yes	MCERA Staff	Office Supplies
4/6/2020	4/6/2020	Amazon	\$65.37	Yes	MCERA Staff	Office Supplies
		Total:	\$5,367.54			
4/1/2020	4/1/2020	Annual Card Fee	\$25.00			
		Balance Total:	\$5,519.68			

MCERA Investment Manager Capital Calls, Distributions & Other Transfers
 FY19/20 Year-to-Date ending March 31, 2020

Abbott Fund VI

Date	Capital Call	Distribution	Initial Commitment
			100,000,000
8/22/2019	250,000	(3,000,000)	
9/24/2019	0	(3,000,000)	
11/12/2019	0	(2,000,000)	
12/23/2019	250,000	(2,393,939)	
2/14/2020	0	(2,500,000)	
3/18/2020	0	(1,000,000)	
Total	500,000	(13,893,939)	100,000,000

Abbott Fund VII

Date	Capital Call	Distribution	Initial Commitment
			35,000,000
8/13/2019	700,000	(1,400,000)	
11/8/2019	525,000	(1,050,000)	
12/24/2019	1,050,000	(1,050,000)	
Total	2,275,000	(3,500,000)	35,000,000

Abbott Investors 2016

Date	Capital Call	Distribution	Initial Commitment
			50,000,000
7/16/2019	1,016,250	0	
9/18/2019	1,112,500	(625,000)	
10/11/2019	841,250	0	
11/12/2019	837,500	0	
11/21/2019	887,500	0	
12/17/2019	1,187,500	0	
2/6/2020	1,203,750	0	
3/23/2020	1,037,500	0	
Total	8,123,750	(625,000)	50,000,000

Abbott Investors 2017

Date	Capital Call	Distribution	Initial Commitment
			15,000,000
9/26/2019	359,063	0	
10/15/2019	235,313	0	
11/15/2019	258,750	0	
11/20/2019	150,000	0	
12/18/2019	345,000	0	
2/14/2020	352,500	0	
2/25/2020	112,500	0	
Total	1,813,126	0	15,000,000

Total Abbott Commitment	12,711,876	(18,018,939)	200,000,000
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**MCERA Investment Manager Capital Calls, Distributions & Other Transfers
FY19/20 Year-to-Date ending March 31, 2020**

Date	Pathway Fund 2008		
	Capital Call	Distribution	Initial Commitment
			100,000,000
7/31/2019	504,814	(1,388,488)	
8/30/2019	43,944	(1,050,596)	
9/30/2019	282,053	(1,312,021)	
10/31/2019	156,033	(1,797,768)	
11/27/2019	157,077	(424,584)	
12/31/2019	0	(1,703,258)	
1/31/2020	203,565	(381,933)	
2/28/2020	0	(1,503,602)	
Total	1,347,486	(9,562,250)	100,000,000

Date	Pathway Fund I7-3		
	Capital Call	Distribution	Initial Commitment
			35,000,000
7/31/2019	78,750	(539,299)	
8/30/2019	0	(104,103)	
9/30/2019	0	(1,065,250)	
10/31/2019	78,750	(929,109)	
11/27/2019	0	(515,003)	
12/31/2019	0	(286,329)	
1/31/2020	562,105	(815,872)	
2/28/2020	0	(233,516)	
Total	719,605	(4,488,481)	35,000,000

Date	Pathway Fund I8-9		
	Capital Call	Distribution	Initial Commitment
			50,000,000
7/9/2019	100,887	0	
8/13/2019	772,125	0	
9/30/2019	225,000	(251,971)	
10/18/2019	460,012	0	
12/31/2019	287,500	(379,072)	
1/7/2020	1,981,887	0	
2/28/2020	0	(123,249)	
Total	3,827,411	(754,292)	50,000,000

Date	Pathway Fund I9-3		
	Capital Call	Distribution	Initial Commitment
			15,000,000
8/5/2019	271,390	0	
10/3/2019	496,785	0	
12/24/2019	1,249,845	(125,970)	
3/19/2020	315,012	0	
Total	2,333,032	(125,970)	15,000,000

Total Pathway Commitment	8,227,534	(14,930,993)	200,000,000
Total Private Equity	20,939,410	(32,949,932)	400,000,000

**MCERA Investment Manager Capital Calls, Distributions & Other Transfers
FY19/20 Year-to-Date ending March 31, 2020**

Other Transfers and Portfolio Rebalance

BlackRock REIT

Date	Amount
2/4/2020	(6,500,000)

Invesco Balanced-Risk Commodity

Date	Amount
2/5/2020	6,500,000

SSgA S & P 500

Date	Amount
2/26/2020	(80,000,000)

Colchester Global Fixed Income

Date	Amount
2/27/2020	20,000,000

Wellington

Date	Amount
2/27/2020	40,000,000

Western

Date	Amount
2/27/2020	20,000,000

March 2020 rebalancing

Wellington

3/27/2020	(15,000,000.00)
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BlackRock TIPS

3/30/2020	(8,000,000.00)
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Western

3/31/2020	(5,000,000.00)
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MCRG - Cash (STIF Account)

3/31/2020	18,000,000.00
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Parametric Margin Account

3/31/2020	8,000,000.00
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B.3.c.4.j.
SUMMARY OF SOURCES OF INCOME ON STATEMENTS OF ECONOMIC INTEREST
(FORM 700) SUBMITTED TO MCERA FOR CURRENT FILERS AS OF 5/20/2020
(ALL INVESTMENT HOLDINGS AS OF THE END OF REPORTING PERIOD)

Investments (Gov. Code sec. 82034; "Investments"): Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$2,000 to \$10,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$10,001 to \$100,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$100,001 to \$1,000,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) Over \$1,000,000	Business Entity or Trust (Schedule A-2)	Real Property, including rental income (Schedule B)	Non-Marin County Govt. Income Received (Schedule C)	Income Gifts (Schedule D)	Income Gifts (Travel) (Schedule E)
ACCO Brands (T)	21st Century Fox (Tx2)	3M Company (T)	Alphabet (T)	475 Gate 5 Road (T)	29 Eucalyptus Road, Belvedere, CA (T)	Bay City Fund IV Co-Investment Fund (T)	No gifts reported in excess of statutory maximum of \$500/yr. for calendar year 2019.	California Association of Public Retirement Systems (C)
Advansix (T)	AES (T)	AbbVie (T)	Amazon (T)	707 C Street Partners (T)	32 Evirel Place Oakland, CA (C)	Bottega (L. Murphy's spouse) (T)		
Alibaba (C)	APT Investment & Management (T)	Abbott Labs (T)	Apple (T)	Byers/Richardson, Patrick M.K. Richardson (C)	1004 Susan Way, Novato, CA (T)	Byers/Richardson, Patrick M.K. Richardson (C)		
Amazon.com (S)	AbbieVie (T)	Accenture (T)	AT&T (T)	Casa Capital LLC (T)	475 Gate 5 Road, Sausalito, CA (T)	California College of the Arts (S)		
Aon Pension Plan (S)	Acadia Healthcare (T)	Adobe (T)	Auto Data Processing (T)	Greene Gift Trust (T)	707 C Street, San Rafael, CA (T)	Callan LLC (C x3)		
Apple (C)	Activision Blizzard (T)	Aetna (T)	Bank of America (T)	Greene Management Corp (T)	Parcel No. 180-73-01 (T)	Carillon Associates (T)		
Bank of America (C)	Advent (T)	Aflac (T)	Berkshire Hathaway (T)	Greene Marin Freeholders (T)	Parcel No. 034-321-39 (T)	Cheiron, Inc. (Cx2)		
Becton, Dickinson (S)	Air Lease (T)	Air Products (T)	Carillon Associates (T)	Greene Residual Trust (T)	Parcel No. 009-261-57 (T)	Community Action Marin (T)		
Bill Press Partners (T)	Akamai Tech (T)	Allergen (T)	Cisco (T)	Grosvenor Donner Associates (T) <u>Single Source:</u> • United Cold Storage	180 Harbor Drive, Sausalito, CA (T) <u>Rental income:</u> • Bayside Management & Leasing • Jacqueline Amrikhas, CPA • DealVector • Leigh Law Group • WestEd • Aleck Wilson Architects • Hughs & Company Construction • The Coventry Group LLC • The Dzivi Law Firm • BRC Group & Alanza de Futbol • Lettis Consultants, International, Inc. • Mary M. Moore & Associates • Sustainable Futures Fund • John P. Wales, CPA • Hella-ID • Raymond Palmarini CPA • Barbara S. Gault, SFP • Francine Prophet, CPA • Essential Kitchen Design, Inc. • Panorama Legal Consulting • Martin Group Consulting	County of Marin (MCERA) (S)		
Bioverativ (T)	Alaska Air (T)	Altaba (T)	Coca Cola (T)	Grosvenor Properties Ltd. (T)		Education Results Partnership (A. Dunning's Spouse) (C)		
British American Tobacco (T)	Alcoa Inc. (T)	Altria (T)	Dominion Energy (T)	Grosvenor Van Ness Associates (T)		Facebook Inc. (U. Tseng's Spouse) (C)		
Checkpoint Software (T)	Alexion Pharma (T)	Amer Eelectric Power (T)	Facebook (T)	Harbor Drive Associates (T)		Grosvenor Airport Associates (T)		
Conduent (T)	Allegion (T)	Ameren (T)	Goldman Sachs Distressed Managers IV (T)	Maple Leaf Landscape Co. (T)		Grosvenor Gibraltar Associates (T)		
Constellation Brands (C)	Alliance Data (T)	American Airlines (T)	Goldman Sachs Private Equity Asia (T)	Steven J Block Trust dtd 10/6/2008 <u>Single Source:</u> • Bay City Fund IV Co-Investment Fund • Bay City Capital IV Co-Investment Fund		Grosvenor Properties Ltd. (T)		
Costco (S)	Amazon.com (Cx2)	American Express (Tx3)	Goldman Sachs Vintage V (T)			Grosvenor Sonoma Associates (T)		
Costco (C)	American International (T)	American Tower (T)	JP Morgan Chase (T)			Marin Association of Public Employees (T)		
CTRIP (C)	Ameriprise Financial (T)	Amgen (Tx2)	Johnson & Johnson (T)	SKW Investments (T)		Mariners Island Investors (T)		
Cypress Semiconductor (C)	Apple (C)	Anadarko Metro (T)	Merck (T)	TOPA Associates (T)		Montera Middle School Parent Teacher Organization (C)		
Disney Corporation (C)	Archer Daniels Midland (T)	Analog Devices (T)	Microsoft (T)	WCAT Associates (T)		National Association of Public Pension Attorneys (C)		
Donnelly Financial (T)	Arconic (T)	Anthem (T)	Netflix (T)			Nossaman LLP (A. Dunning) (C)		
Estee Lauder (S)	Assurant (T)	AON PLC (T)	Philip Morris (T)			Nossaman LLP (Y. Oryol) (C)		
Ford (T)	AstraZeneca (T)	Applied Materials (T)	Proctor & Gamble (T)			Paper Products Design (J. Wickman's Spouse) (S)		
Four Corners Property (T)	AT&T (T)	BB&T Corp (T)	Thermo Fisher (T)					
Google (C)	Autodesk (S. Silberstein) (T)	Baxter International (T)	Visa (T)					
Halyard Health (T)	Autonation (T)	Bay City Fund IV Co-						
Hi Crush Partners (T)								

B.3.c.4.j.

Investments (Gov. Code sec. 82034; "Investments"): Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$2,000 to \$10,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$10,001 to \$100,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$100,001 to \$1,000,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) Over \$1,000,000	Business Entity or Trust (Schedule A-2)	Real Property, including rental income (Schedule B)	Non-Marin County Govt. Income Received (Schedule C)	Income Gifts (Schedule D)	Income Gifts (Travel) (Schedule E)
IBM (C) ILG Inc (T) Kimberly-Clark (C) Knowles Corp (T) Logmein (T) Mallinckrodt (T) Marriott (C) Mastercard (C) Mattel (T) Nike (C) NOW Inc (T) Nokia Corp. (C) Nvidia Corp. (C) Open Water Rowing Center (T) Oxidental Petroleum (T) Paypal (C) Spotify (S) Square (C) Starbucks (C) Thermo Fisher Scientific (T) Time Inc. (T) Urban Edge Properties (T) U.S. Bank (S) Varex Imaging (T) Wa. St. Public Employees' Retirement Sys (S) <ul style="list-style-type: none"> Bond Fund U.S. Large Cap Equity Index 2025 Strategy Fund Money Market Washington Prime Group (T)	Avalon Bay (T) Avery Dennison (T) Baidu.com Inc. (C) Ball Corporation (T) Baker Hughes (T) Bank of America (T) Bed Bath & Beyond (T) Best Buy (T) Block H&R (T) Brighthouse Financial (T) Bristol Meyers (T) Brown Forman (T) CA Inc (T) CBO Global Markets (T) CBRE Group (T) CBS Corp. (T) CDK Global (T) CH Robinson (T) CHAS Schwab Securities (T) CMS Energy (Tx2) Cabot Oil & Gas (T) Callan LLC (C) Calpine (T) Campbell Soup (T) Capital One Financial (T) Carmax (T) Centerpoint Energy (T) Centurylink (Tx2) Cerner (T)	Investment Fund (T) Becton Dickinson (T) Biogen (T) Bio-Rad Labs (T) Boeing (T) Boston Properties (T) Boston Scientific (T) Bristol Myers Squibb (T) Broadcom (T) Brookfield Asset Management (T) Burlington Stores (T) CF Industries (T) CHAS Schwab (T) CME Group (T) CSX (T) CVS Health (T) Carnival (T) Caterpillar (T) Celgene (T) Charter Communication (T) Chevron (T) Cigna (T) Cimarex Energy (T) Citigroup (T) Cognizant Tech (T) Colgate Palmolive (T) Comcast (T) Comerica (T) Conch Phillips (T)			<ul style="list-style-type: none"> Kailuna Enterprises, LLC 38 Degrees North C2C Wealth Management 	San Geronimo Valley Affordable Housing Association (T) State Association of County Retirement Systems (C) Village Green Associates (T)		

B.3.c.4.j.

Investments (Gov. Code sec. 82034; "Investments"): Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$2,000 to \$10,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$10,001 to \$100,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$100,001 to \$1,000,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) Over \$1,000,000	Business Entity or Trust (Schedule A-2)	Real Property, including rental income (Schedule B)	Non-Marin County Govt. Income Received (Schedule C)	Income Gifts (Schedule D)	Income Gifts (Travel) (Schedule E)
Wells Fargo Bank, N.A. (C) Whitestone REIT (C)	Cheiron Inc. (Cx2) Chevron (Tx2) Chicago Mercantile Exchange (T) China Mobile Ltd. (T) Chipotle Mexican Grill (T) Chubb (T) Ciena (T) Cincinnati Financial (T) Cintas (T) Citrix (T) Clorox (Tx2) * Conagra (T) Copart (T) Cummins (T) DR Horton (T) DTE Energy (T) DXC Tech (T) Darden (T) Davita (T) Dell (T) Delta Airlines (T) DocuSign (T) Dollar General (T) Dollar Tree (T) Donaldson (T) Dover Corp (T) E-Trade (T) Ebay (T) Enbridge (T)	Consolidated Edison (T) Constellation Brands (T) Corning (T) Costco (T) Crown Castle International (T) Danaher (T) Deere (T) Delphi Automotive (T) Discover Financial (T) DowDupont (T) Duke Energy (T) Duntsply Sirona (T) E.O.G Resources (T) Eaton Corp (T) Ecolab (T) Edison International (T) Edwards Lifesciences (T) Electronic Arts (T) Eli Lilly (T) Emerson Electric (T) Entergy (T) EQT Corp (T) Equity Residential (T) Estee Lauder (T) Eversource Energy (T) Exxon Mobil (T) Fedex (T) Fiserv (T)						

B.3.c.4.j.

Investments (Gov. Code sec. 82034; "Investments"): Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$2,000 to \$10,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$10,001 to \$100,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$100,001 to \$1,000,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) Over \$1,000,000	Business Entity or Trust (Schedule A-2)	Real Property, including rental income (Schedule B)	Non-Marin County Govt. Income Received (Schedule C)	Income Gifts (Schedule D)	Income Gifts (Travel) (Schedule E)
	Endeavor (T) Enterprise Product Partners (Tx2) Entertainment AI (T) Equinix (T) Essex Property (T) Exelon Corp (T) Expedia (T) Extra Space Storage (T) Exxon (Tx2) Facebook (C) Facebook (T) Fastenal (Tx2) FedTax (T) Ferroglobe (C) Fidelity National Info (T) Flowserve (T) Fortive Corp (T) Gap (T) Gartner (T) Genuine Parts (T) Gilead (T) Goldman Sachs Developing Markets Real Estate (T) Goldman Sachs Group (C) Goldman Sachs Vintage III (T) Goodyear Tire (T) Granite Construction (T) HCA Healthcare (T) HCP Inc. (T)	Ford Motor (T) Franklin Resources (T) General Dynamics (T) General Electric (T) General Mills (T) Gilead Sciences (T) Goldman Sachs (T) Goldman Sachs Caribbean Real Estate (T) Goldman Sachs Distressed Mangers II (T) Goldman Sachs Perry Private (T) Goldman Sachs Private Equity Concentrated (T) Fluor (T) Greenery Apartments (T) Grosvenor Airport Associates (T) Grosvenor Gibraltar Associates (T) Grosvenor Sonoma Associates (T) Halliburton (T) Hanesbrands (T) Hershey (T) Home Depot (T) Honeywell (T) Host Hotels (T) HP, Inc. (T) Humana (T) IBM (T) IHS Markit (T)						

B.3.c.4.j.

Investments (Gov. Code sec. 82034; "Investments"): Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$2,000 to \$10,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$10,001 to \$100,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$100,001 to \$1,000,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) Over \$1,000,000	Business Entity or Trust (Schedule A-2)	Real Property, including rental income (Schedule B)	Non-Marin County Govt. Income Received (Schedule C)	Income Gifts (Schedule D)	Income Gifts (Travel) (Schedule E)
	Hartford Financial (T) Helmerich & Payne (T) Henderson Group (T) Hewlett Packard Enterprises (T) Hilton Worldwide (T) Ingersoll Rand (T) Incyte (T) Intel (Tx2) Interactive Brokers (T) Interpublic Group (T) Intrexon Corporation (C) Iron Mountain (T) ITT (T) JM Smucker (T) Jabil (T) Johnson Controls (T) Jones Lang Lasalle (T) Juniper Networks (T) Juno Therapeutics (T) Kellog (T) Keurig Dr Pepper (T) Kinder Morgan (T) Kohls (T) Laboratory Corp of America Holdings (T) Lamb Weston (T) Legg Mason (T) Leggett & Platt (T) Lennar (T)	Idexx Labs (T) Illinois Toolworks (T) Illumina (T) Inovalon Holdings (T) Intercontinental Exc (T) International Paper (T) Intuit (T) Intuitive Surgical (T) Invesco (S. Silberstein) (T) JBG Smith (T) Keycorp (T) Kimberly Clark (T) Kirby (T) Kraft Heinz (T) Kroger (T) Loews Corp. (T) Lockheed Martin (T) Lowe's Companies (T) LyondellBasell (T) M&T Bank (T) Marathon Petroleum (T) Mariners Island Investors (T) Marriott (T) Marsh & McLennan (T) Masco (T) Mastercard (T) McDonalds (T) MetLife (T)						

B.3.c.4.j.

Investments (Gov. Code sec. 82034; "Investments"): Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$2,000 to \$10,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$10,001 to \$100,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$100,001 to \$1,000,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) Over \$1,000,000	Business Entity or Trust (Schedule A-2)	Real Property, including rental income (Schedule B)	Non-Marin County Govt. Income Received (Schedule C)	Income Gifts (Schedule D)	Income Gifts (Travel) (Schedule E)
	Level 3 (T)	Micron Tech (T)						
	Lincoln National (T)	Microsoft (T)						
	MAC Networks (T)	Molina Healthcare (T)						
	Macquarie Infrastructure (T)	Mondelez International (T)						
	Macys (T)	Monsanto (T)						
	Markel (T)	Mosaic Co. (T)						
	Mastercard (T)	Netapp (T)						
	McKesson (T)	Nike (T)						
	Medtronic (T)	Norfolk Southern (T)						
	MGM Resorts (T)	Nucor Corp (T)						
	Micro Focus Int (T)	Nvidia Corp (T)						
	Molson Coors (T)	O'Reilly Automotive (T)						
	Mohawk Industries (T)	Occidental Petroleum (T)						
	Moody's (T)	Oracle (T)						
	Motorola (T)	PNC Financial (T)						
	Murphy USA (T)	PPG (T)						
	National Oilwell (T)	PPL Corp (T)						
	Navient (T)	Pacific Gas & Electric (T)						
	Newmont Mining (T)	Paccar (T)						
	News Corp (T)	Parker Hannifin (T)						
	Noble Energy (T)	Paypal (T)						
	Northern Trust (T)	Pepsico (T)						
	Northrup Grumman (T)	Pfizer (T)						
	Nvidia (C)	Phillips 66 (T)						
	OG&E Energy (T)	Pioneer Natural Res (T)						
	Occidental Petroleum (T)	Praxair (T)						
	Old Dominion Freight (T)	Priceline (T)						
	Omnicom Group (T)	Prudential Financial (T)						
	Pacifica Associates (T)	Prologis (T)						

B.3.c.4.j.

Investments (Gov. Code sec. 82034; "Investments"): Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$2,000 to \$10,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$10,001 to \$100,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$100,001 to \$1,000,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) Over \$1,000,000	Business Entity or Trust (Schedule A-2)	Real Property, including rental income (Schedule B)	Non-Marin County Govt. Income Received (Schedule C)	Income Gifts (Schedule D)	Income Gifts (Travel) (Schedule E)
	Patch of Land (T)	Public Svc Enterprise (T)						
	Penny Mac (T)	Qualcomm (T)						
	Pentair (T)	Quintiles IMS Holdings IQVIA (T)						
	Pinnacle West Cap (T)	Raytheon (T)						
	Principal Financial (T)	Regions Financial (T)						
	Public Storage (T)	Resmed (T)						
	Pulte Group (T)	Ross Stores (T)						
	Quest Diagnostic (T)	Royal Gold (T)						
	RCI McKinley Village (T)	S. B. A. Communications (T)						
	Ralph Lauren (T)	S&P Global (T)						
	Realogy (T)	Salesforce (T)						
	Regency Centers (T)	Schlumberger (T)						
	Regeneron Pharma (T)	Sempra Energy (T)						
	Republic Services (T)	Service Now (T)						
	Ridgeview Asset Partners (T)	Sherwin Williams (T)						
	Robert Half (T)	Silvergate Capital Corporation (T)						
	Rockwell Collins (T)	Simon Property Group (T)						
	Roper Technologies (T)	Sirius XM (T)						
	Royal Caribbean Cruises (T)	Southern Company (T)						
	Sabra Healthcare (T)	Southwest Gas (T)						
	Scripps Ntwk Interac (T)	Stanley Black & Decker (T)						
	Sealed Air (T)	Starbucks (T)						
	Sequoia Equities Fairways (T)	Stryker Corp (T)						
	Sequoia Equities Flora (T)	Sysco (T)						
	Sequoia Equities Hidden Lake (T)	T-Mobile (T)						
	Sequoia Equities Iron Point (T)	T Rowe Price (T)						
	Sequoia Equities Kirkwood Village (T)	Target (T)						
	Sequoia Equities Trinity House (T)	Teleflex, Inc. (T)						

B.3.c.4.j.

Investments (Gov. Code sec. 82034; "Investments"): Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$2,000 to \$10,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$10,001 to \$100,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$100,001 to \$1,000,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) Over \$1,000,000	Business Entity or Trust (Schedule A-2)	Real Property, including rental income (Schedule B)	Non-Marin County Govt. Income Received (Schedule C)	Income Gifts (Schedule D)	Income Gifts (Travel) (Schedule E)
	Sequoia Spanish Oaks LLC (T)	Texas Instruments (T)						
	Sirius XM Radio (T)	Time Warner (T)						
	Skyworks Solutions (T)	TiVo (C)						
	SLM Corp (T)	TJX (T)						
	Smart Sand, Inc. (C)	Travelers (T)						
	Southern Company (T)	Transdigm Group (T)						
	State of WA Dept of Ret. Systems (S)	Tyler Technologies (T)						
	Stitch Fix (T)	Tyson Foods (T)						
	Stone Co. (T)	US Bancorp (T)						
	Symantec (T)	Union Pacific (T)						
	Synchrony Financial (T)	United Airlines (T)						
	Take Two Interactive (T)	United Healthcare Group (T)						
	Tapestry (T)	United Parcel (T)						
	Tesla (T)	United Technologies (T)						
	Textron (T)	Valero (T)						
	Tiffany (T)	Verizon (T)						
	Topbuild Corp (T)	Vertex Pharma (T)						
	Total Systems Services (T)	Village Green Associates (T)						
	TradeWeb (T)	Vornado (T)						
	UBS Group (S. Silberstein) (T)	W. E. C. Energy Group (T)						
	United Rentals (T)	Walgreens Boots (T)						
	Valvoline (T)	Walmart (T)						
	Varian Medical Systems (T)	Walt Disney (T)						
	Ventas (T)	Waste Management (T)						
	Verisign (Tx2)	Wells Fargo (Tx2)						
	Verizon (Tx2)	Williams Companies (T)						
	Versum Materials (T)	VF Corp (T)						
	Visa (C)	XCEL Energy (T)						

B.3.c.4.j.

Investments (Gov. Code sec. 82034; "Investments"): Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$2,000 to \$10,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$10,001 to \$100,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) \$100,001 to \$1,000,000	Investments: Stocks, Bonds and Other Interests (Ownership Interest is Less than 10%) (Schedule A-1) Over \$1,000,000	Business Entity or Trust (Schedule A-2)	Real Property, including rental income (Schedule B)	Non-Marin County Govt. Income Received (Schedule C)	Income Gifts (Schedule D)	Income Gifts (Travel) (Schedule E)
Vodaphone (T) Vulcan Materials (T) WW Grainger (T) Wa. St. Public Employees' Retirement Sys (S) Waters Corp (T) Welbilt (T) Welltower (T) Western Digital (T) Western Union (T) WestRock (T) Weyerhaeuser (T) Whirlpool (T) Wiley & Sons (T) Wyndham (T) Xerox (T) Xilinx (T) Xylem (T) Yum China (T) Zillow (T) Zimmer Biomet (T) Zions Bancorp (T)		Yum Brands (T) Zoetis (T)						

* Referenced Form 700s submitted by the following individuals (in alphabetical order), excludes Investment Managers:

B.3.c.4.j.

TRUSTEES (“T”)

1. Steven J. Block
2. Christopher Cooper
3. Roy Charles Given
4. Maya Gladstern
5. Dorothy Jones
6. Sara Klein
7. Laurie Smith Murphy
8. Michael Poirier
9. Karen Shaw
10. Stephen M. Silberstein
11. Phillip Anthony Thomas
12. Todd Werby

STAFF (“S”)

1. Linda Martinez
2. Michelle Louise Hardesty
3. Lisa Jackson
4. La Valda Marshall
5. Todd Miller
6. David Sousa
7. Jeff Wickman

CONSULTANTS (“C”)

1. James Callahan
2. Ashley K. Dunning
3. William Royce Hallmark
4. Anne Heaphy
5. Yuliya Oryol
6. Patrick M.K. Richardson
7. Graham Schmidt
8. Uvan Tseng

Note: MCERA did not receive a Form 700 from any representative of National Disability Evaluations as MCERA’s Medical Consultant.

Highlight indicates financial interest that may require recusal of trustee with respect to that source of income based on currently known information and current financial interests of MCERA. (See, e.g., FPPC Informal Advice No. I-17-093; see also Gov. Code section 1090 et seq. rules.) This notation is for information only and may change depending upon changes in financial interests of MCERA and/or of its Form 700 filers. The notations, as well as other comments on this summary, are intended to be neither exhaustive nor legally binding.



Phone 415 473-6147
Fax (benefits) 415 473-3612
Fax (admin) 415 473-4179
 MCERA.org

May 14, 2020

To: Finance & Risk Management Committee
 Marin County Employees' Retirement Association (MCERA)

From: Jeff Wickman *JW*
 Retirement Administrator

Subject: Form 700 Filing by National Disability Evaluations

Background

The MCERA Conflict of Interest ("COI") Code identifies the individuals required to file Statements of Economic Interests (Form 700), in accordance with the California Political Reform Act ("PRA"). Attachment B to the COI Code lists titles of individuals who are "designated filers" of Form 700s.

MCERA's previous Medical Advisor, who appeared at MCERA Board meetings and made recommendations directly to the Board on disability retirement applications during closed session, was required under the COI to file Form 700s using Disclosure Category 4.

In June 2018, MCERA issued Request for Proposals 2018-001 (RFP), seeking bids from qualified companies for medical advisor services. As a result of the RFP the Board authorized MCERA to hire NDE as its new medical advisor. Similar to the prior medical advisor, MCERA's contract with NDE requires that one or more NDE representatives file a Form 700. MCERA has requested on several occasions that the primary providers of medical consulting services to MCERA from NDE file a Form 700, but to date neither an assuming office Form 700 or an annual Form 700 has been filed.

Consultants Who Are Required to File Form 700s

Under the PRA and MCERA's COI, "designated employees" must disclose their financial interests in accordance with the COI. The definition of a "designated employee" includes any "consultant" of any agency whose position entails the making or participation in the making of decisions which may foreseeably have a material effect on any financial interest. (Gov. Code Sec. 82019; see also Gov. Code. Sec. 87103 [defining "financial interest"].)

A conflict-of-interest code generally requires "consultants" to disclose their reportable investments, business positions, interests in real property, and sources of income which may foreseeably be materially affected by their decision making on behalf of the agency and limit the financial interests that need to be disclosed in accordance with the consulting services that are provided. (Section 87302.) The COI requires the Medical Consultant to disclose investments and business positions in business entities and income from sources which are providers of health care services, and related entities.

Attachment B to MCERA's COI states: "The Retirement Administrator may determine in writing that a particular consultant, although a "designated position," is hired to perform a range of duties that is limited in scope and thus is not required to fully comply with the disclosure requirements described in this Code. Such written determination shall include a description of the Consultant's duties and, based upon that description, a statement of the extent of disclosure requirements. Such written determination shall also be timely provided to the Governance Committee for its information. The Retirement Administrator's determination is a public record and shall be retained for public inspection in the same manner and location as this Conflict of Interest Code."

Considerations Regarding NDE and Related Options

Since its retention, NDE has assisted MCERA with its initial records review, making recommendations to MCERA staff with respect to the Medical Advisor who reviews records and makes an initial recommendation and any Independent Medical Examinations (IMEs) that should be conducted, and NDE has transmitted the results of those individuals' work to MCERA.

While NDE committed, in response to the RFP, to making its agents available for Board meeting presentations via teleconference or videoconference, no such presentations have been made. Instead, NDE provides a written report of the Medical Advisors or IMEs regarding the application and communicates verbally and in writing with staff regarding substantive points in the medical reports provided by, or obtained regarding, applicants.

MCERA's Disability Review Committee (comprised of the Retirement Administrator, Assistant Retirement Administrator and Disability Coordinator) also currently provides a comprehensive staff recommendation regarding applications for disability retirement to the MCERA Board, which makes the final decision on disability retirement applications.

MCERA appears to have at least the three following options with respect to this situation:

1. Request advice from the FPPC as to whether NDE is appropriately considered a Medical Consultant whose duties require submission of a Form 700;
2. Determine that because the Disability Review Committee makes staff recommendations to the Board, NDE need not file a Form 700 because its employees neither make decisions for MCERA nor perform the same or substantially the same duties as would otherwise be performed by a member of MCERA's staff who is required to file a Form 700; or
3. Inform NDE that if it does not file a Form 700 with MCERA by the current filing deadline of June 1, it will report its non-compliance to the FPPC.

Confidential Matter
Nossaman Memo
Agenda Item B.5

Finance and Risk Management Committee
May 20, 2020

Recusals:
None

B.4 Trustee Comments

This is a discussion with no backup.

C.1 Future Meetings

This is a discussion with no backup.

D.1.

**MCERA
CONFERENCE AND TRAINING CALENDAR
June 2020**

Block	Cooper	Given	Gladstern	Jones	Klein	Murphy	Poirier	Shaw	Silberstein	Thomas	Werby	Wickman	Hardesty	Dunning	DATE	APPROVED	SPONSOR	PROGRAM	LOCATION
														✱	6/11/20	*	CalAPRS	Attorneys' Roundtable	VIRTUAL
															6/23/20	*	Callan	Regional Workshop – Retirement Income	VIRTUAL
															6/24/20	*	CalAPRS	Accountants' Roundtable	VIRTUAL
															6/25/20	*	Callan	Regional Workshop – Retirement Income	VIRTUAL
												✱			6/25/20	*	CalAPRS	Board Meeting	San Jose, CA
												✱			6/26/20	*	CalAPRS	Administrators' Roundtable	San Jose, CA
															6/26/20	*	CalAPRS	Investments Roundtable	San Jose, CA
															7/20-21/20	*	CalAPRS	Management Academy I	Pasadena, CA
															7/21-22/20	*	Callan	Introduction to Investments	San Francisco, CA
															7/26-29/20	*	SACRS	Public Pension Investment Management	Berkeley, CA
															8/23-25/20	*	NCPERS	Public Pension Funding Forum	Chicago, IL
															8/25-28/20	*	CalAPRS	Principles of Pension Governance for Trustees	Malibu, CA
															8/25-26/20	**	Pension Bridge	Annual Conference	San Francisco, CA
															8/31-9/2/20	*	CalAPRS	Management Academy II	Pasadena, CA

D.1.

Block	Cooper	Given	Gladstern	Jones	Klein	Murphy	Poirier	Shaw	Silberstein	Thomas	Werby	Wickman	Hardesty	Dunning	DATE	APPROVED	SPONSOR	PROGRAM	LOCATION
															9/17/20	*	CalAPRS	Disability Staff Training	Costa Mesa, CA
															9/18/20	*	CalAPRS	Accountants' Roundtable	Costa Mesa, CA
														⊕	9/18/20	*	CalAPRS	Attorneys' Roundtable	Costa Mesa, CA
															9/18/20	*	CalAPRS	Benefits Roundtable	Costa Mesa, CA
															9/21-23/20	*	CII	Fall Conference	San Francisco, CA
												⊕			9/23-25/20	*	CalAPRS	Administrators' Institute	Long Beach, CA
															10/1-2/20	*	Nossaman	Fiduciaries' Forum	Los Angeles, CA
															10/14-16/20	*	CalAPRS	Intermediate Course in Retirement Plan Administration	Costa Mesa, CA
															10/23/20	*	CalAPRS	Administrative Assistants' Roundtable	San Jose, CA
															10/23/20	*	CalAPRS	Information Technology Roundtable	San Jose, CA
															10/23/20	*	CalAPRS	Trustees' Roundtable	San Jose, CA
															10/26-28/20	*	CalAPRS	Management Academy III	Pasadena, CA
															11/10-13/20	*	SACRS	Fall Conference	Indian Wells, CA
															11/16-20/20		Wharton	Investment Strategies & Portfolio Management	Philadelphia, PA
															12/2-4/20	*	CalAPRS	Advanced Course in Retirement Plan Administration	Costa Mesa, CA
												⊕			12/4/20	*	CalAPRS	Board Meeting	Costa Mesa, CA

D.1.

Block	Cooper	Given	Gladstern	Jones	Klein	Murphy	Poirier	Shaw	Silberstein	Thomas	Werby	Wickman	Hardesty	Dunning	DATE	APPROVED	SPONSOR	PROGRAM	LOCATION
															3/31/21-4/2/21	*	CalAPRS	Advanced Principles of Pension Governance for Trustees	Los Angeles, CA
															5/11-14/21	*	SACRS	Spring Conference	Long Beach, CA
															5/23-26/21	*	NCPERS	Annual Conference	Denver, CO
															6/14-18/21		Wharton	Investment Strategies & Portfolio Management	Philadelphia, PA

*Pre-approved events: CalAPRS; Callan; CII; Nossaman LLP; NASRA; SACRS – ** Board-approved events – **New event or attendee**

CALLAN

Callan College
<http://www.callan.com/education/college>
 Callan investment Institute
<http://www.callan.com/education/cii/conferences.asp>

NASRA

National Association of State Retirement Administrators

SACRS

State Association of County Retirement Systems
<http://www.sacrs.org>

CONSENT CALENDAR**MCERA BOARD MEETING, WEDNESDAY, June 10, 2020****May 2020****RETURN OF CONTRIBUTIONS**

Nicholas Bryant	Full Refund - Termination	\$	37,251.92
Ernesto Fernandez	Full Refund - Termination	\$	23,769.83

BUYBACKS

Rosemarie Colorado-Lara		\$	1,692.28
Peter Falk		\$	9,360.68
Shane Kunst		\$	5,008.39

NEW RETIREES

John George	County of Marin - District Attorney
William Sheridan	City of San Rafael
David Uribe	County of Marin - Health & Human Services

DECEASED RETIREES

Steven Aslesen	County of Marin - Community Development Agency
Margaret Brown	County of Marin - Beneficiary
Catherine Davis	County of Marin - Health & Human Services
John Farrell	City of San Rafael
Louise Granton	County of Marin - Human Resources
Faye Griffin	County of Marin - Beneficiary
Mary Miles	County of Marin - Probation
Erling Nelson	County of Marin - Agricultural Weights & Measures
Barbara Reising	County of Marin - Information Services & Technology
Erma Weaver	County of Marin - Sheriff/Coroner

CONFERENCES/SEMINARS

SACRS - Trustee Jones