

ICA File Number: 811-05075  
 Reporting Period: 07/01/2015 - 06/30/2016  
 Thrivent Mutual Funds

===== Thrivent Large Cap Value Fund =====

ACE LIMITED

Ticker: ACE Security ID: H0023R105  
 Meeting Date: OCT 22, 2015 Meeting Type: Special  
 Record Date: SEP 10, 2015

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Increase Authorized Common Shares	For	For	Management
2	Change Company Name to Chubb Limited	For	For	Management
3	Issue Shares in Connection with Merger	For	For	Management
4.1	Elect Sheila P. Burke as Director	For	For	Management
4.2	Elect James I. Cash, Jr. as Director	For	For	Management
4.3	Elect Lawrence W. Kellner as Director	For	For	Management
4.4	Elect James M. Zimmerman as Director	For	For	Management
5	Approve the Increase in Maximum Aggregate Remuneration of Directors	For	For	Management
A	Authorize Independent Representative to Vote on Any Amendment to Previous Resolutions	For	Against	Management

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 ALBEMARLE CORPORATION

Ticker: ALB Security ID: 012653101  
 Meeting Date: MAY 10, 2016 Meeting Type: Annual  
 Record Date: MAR 11, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
2.1	Elect Director Jim W. Nokes	For	For	Management
2.2	Elect Director William H. Hernandez	For	For	Management
2.3	Elect Director Luther C. Kissam, IV	For	For	Management
2.4	Elect Director Douglas L. Maine	For	For	Management
2.5	Elect Director J. Kent Masters	For	For	Management
2.6	Elect Director James J. O'Brien	For	For	Management
2.7	Elect Director Barry W. Perry	For	For	Management
2.8	Elect Director John Sherman, Jr.	For	For	Management
2.9	Elect Director Gerald A. Steiner	For	For	Management
2.10	Elect Director Harriett Tee Taggart	For	For	Management
2.11	Elect Director Alejandro Wolff	For	For	Management
3	Ratify PricewaterhouseCoopers LLP as	For	For	Management

Auditors

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 AMERICAN INTERNATIONAL GROUP, INC.

Ticker:           AIG                           Security ID: 026874784  
 Meeting Date: MAY 11, 2016   Meeting Type: Annual  
 Record Date: MAR 21, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director W. Don Cornwell	For	For	Management
1b	Elect Director Peter R. Fisher	For	For	Management
1c	Elect Director John H. Fitzpatrick	For	For	Management
1d	Elect Director Peter D. Hancock	For	For	Management
1e	Elect Director William G. Jurgensen	For	For	Management
1f	Elect Director Christopher S. Lynch	For	For	Management
1g	Elect Director Samuel J. Merksamer	For	For	Management
1h	Elect Director George L. Miles, Jr.	For	For	Management
1i	Elect Director Henry S. Miller	For	For	Management
1j	Elect Director Robert S. Miller	For	For	Management
1k	Elect Director Linda A. Mills	For	For	Management
1l	Elect Director Suzanne Nora Johnson	For	For	Management
1m	Elect Director John A. Paulson	For	For	Management
1n	Elect Director Ronald A. Rittenmeyer	For	For	Management
1o	Elect Director Douglas M. Steenland	For	For	Management
1p	Elect Director Theresa M. Stone	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management

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 AMGEN INC.

Ticker:           AMGN                           Security ID: 031162100  
 Meeting Date: MAY 19, 2016   Meeting Type: Annual  
 Record Date: MAR 21, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director David Baltimore	For	For	Management
1.2	Elect Director Frank J. Biondi, Jr.	For	For	Management
1.3	Elect Director Robert A. Bradway	For	For	Management
1.4	Elect Director Francois de Carbonnel	For	For	Management
1.5	Elect Director Robert A. Eckert	For	For	Management
1.6	Elect Director Greg C. Garland	For	For	Management
1.7	Elect Director Fred Hassan	For	For	Management
1.8	Elect Director Rebecca M. Henderson	For	For	Management
1.9	Elect Director Frank C. Herriinger	For	For	Management
1.10	Elect Director Tyler Jacks	For	For	Management
1.11	Elect Director Judith C. Pelham	For	For	Management
1.12	Elect Director Ronald D. Sugar	For	For	Management
1.13	Elect Director R. Sanders Williams	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Provide Vote Counting to Exclude Abstentions	Against	Against	Shareholder

BAKER HUGHES INCORPORATED

Ticker: BHI Security ID: 057224107  
 Meeting Date: MAY 24, 2016 Meeting Type: Annual  
 Record Date: APR 01, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Larry D. Brady	For	For	Management
1b	Elect Director Gregory D. Brenneman	For	For	Management
1c	Elect Director Clarence P. Cazalot, Jr.	For	For	Management
1d	Elect Director Martin S. Craighead	For	For	Management
1e	Elect Director William H. Easter, III	For	For	Management
1f	Elect Director Lynn L. Elsenhans	For	For	Management
1g	Elect Director Anthony G. Fernandes	For	For	Management
1h	Elect Director Claire W. Gargalli	For	For	Management
1i	Elect Director Pierre H. Jungels	For	For	Management
1j	Elect Director James A. Lash	For	For	Management
1k	Elect Director J. Larry Nichols	For	For	Management
1l	Elect Director James W. Stewart	For	For	Management
1m	Elect Director Charles L. Watson	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
4	Provide Vote Counting to Exclude Abstentions	Against	Against	Shareholder

BANK OF AMERICA CORPORATION

Ticker: BAC Security ID: 060505104  
 Meeting Date: SEP 22, 2015 Meeting Type: Special  
 Record Date: AUG 10, 2015

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Approve Bylaw Amendment to Permit Board to Determine Leadership Structure	For	Against	Management

BANK OF AMERICA CORPORATION

Ticker: BAC Security ID: 060505104  
 Meeting Date: APR 27, 2016 Meeting Type: Annual  
 Record Date: MAR 02, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Sharon L. Allen	For	For	Management
1b	Elect Director Susan S. Bies	For	For	Management
1c	Elect Director Jack O. Bovender, Jr.	For	For	Management
1d	Elect Director Frank P. Bramble, Sr.	For	For	Management
1e	Elect Director Pierre J. P. de Weck	For	For	Management
1f	Elect Director Arnold W. Donald	For	For	Management
1g	Elect Director Linda P. Hudson	For	For	Management
1h	Elect Director Monica C. Lozano	For	For	Management
1i	Elect Director Thomas J. May	For	For	Management
1j	Elect Director Brian T. Moynihan	For	For	Management
1k	Elect Director Lionel L. Nowell, III	For	For	Management
1l	Elect Director Thomas D. Woods	For	For	Management
1m	Elect Director R. David Yost	For	For	Management

2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PwC as Auditors	For	For	Management
4	Clawback of Incentive Payments	Against	Against	Shareholder

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CAMERON INTERNATIONAL CORPORATION

Ticker: CAM Security ID: 13342B105  
Meeting Date: DEC 17, 2015 Meeting Type: Special  
Record Date: NOV 16, 2015

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Approve Merger Agreement	For	For	Management
2	Advisory Vote on Golden Parachutes	For	Against	Management
3	Adjourn Meeting	For	For	Management

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CAPITAL ONE FINANCIAL CORPORATION

Ticker: COF Security ID: 14040H105  
Meeting Date: MAY 05, 2016 Meeting Type: Annual  
Record Date: MAR 10, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Richard D. Fairbank	For	For	Management
1b	Elect Director Patrick W. Gross	For	For	Management
1c	Elect Director Ann Fritz Hackett	For	For	Management
1d	Elect Director Lewis Hay, III	For	For	Management
1e	Elect Director Benjamin P. Jenkins, III	For	For	Management
1f	Elect Director Peter Thomas Killalea	For	For	Management
1g	Elect Director Pierre E. Leroy	For	For	Management
1h	Elect Director Peter E. Raskind	For	For	Management
1i	Elect Director Mayo A. Shattuck, III	For	For	Management
1j	Elect Director Bradford H. Warner	For	For	Management
1k	Elect Director Catherine G. West	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management

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CHEVRON CORPORATION

Ticker: CVX Security ID: 166764100  
Meeting Date: MAY 25, 2016 Meeting Type: Annual  
Record Date: MAR 30, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Alexander B. Cummings, Jr. - Resigned	None	None	Management
1b	Elect Director Linnet F. Deily	For	For	Management
1c	Elect Director Robert E. Denham	For	For	Management
1d	Elect Director Alice P. Gast	For	For	Management
1e	Elect Director Enrique Hernandez, Jr.	For	For	Management
1f	Elect Director Jon M. Huntsman, Jr.	For	For	Management
1g	Elect Director Charles W. Moorman, IV	For	For	Management
1h	Elect Director John G. Stumpf	For	For	Management
1i	Elect Director Ronald D. Sugar	For	For	Management

1j	Elect Director Inge G. Thulin	For	For	Management
1k	Elect Director John S. Watson	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
4	Approve Non-Employee Director Omnibus Stock Plan	For	For	Management
5	Report on Lobbying Payments and Policy	Against	Against	Shareholder
6	Adopt Quantitative GHG Goals for Products and Operations	Against	Against	Shareholder
7	Annually Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario	Against	Against	Shareholder
8	Annually Report Reserve Replacements in BTUs	Against	Against	Shareholder
9	Increase Return of Capital to Shareholders in Light of Climate Change Risks	Against	Against	Shareholder
10	Report on the Result of Efforts to Minimize Hydraulic Fracturing Impacts	Against	Against	Shareholder
11	Require Director Nominee with Environmental Experience	Against	Against	Shareholder
12	Amend Bylaws -- Call Special Meetings	Against	For	Shareholder

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CHUBB LIMITED

Ticker: CB Security ID: H1467J104  
Meeting Date: MAY 19, 2016 Meeting Type: Annual  
Record Date: MAR 28, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Accept Financial Statements and Statutory Reports	For	For	Management
2.1	Allocate Disposable Profit	For	For	Management
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	For	For	Management
3	Approve Discharge of Board and Senior Management	For	For	Management
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Auditors	For	For	Management
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm as Auditors	For	For	Management
4.3	Ratify BDO AG (Zurich) as Special Auditors	For	For	Management
5.1	Elect Director Evan G. Greenberg	For	For	Management
5.2	Elect Director Robert M. Hernandez	For	For	Management
5.3	Elect Director Michael G. Atieh	For	For	Management
5.4	Elect Director Sheila P. Burke	For	For	Management
5.5	Elect Director James I. Cash	For	For	Management
5.6	Elect Director Mary A. Cirillo	For	For	Management
5.7	Elect Director Michael P. Connors	For	For	Management
5.8	Elect Director John Edwardson	For	For	Management
5.9	Elect Director Lawrence W. Kellner	For	For	Management
5.10	Elect Director Leo F. Mullin	For	For	Management
5.11	Elect Director Kimberly Ross	For	For	Management
5.12	Elect Director Robert Scully	For	For	Management
5.13	Elect Director Eugene B. Shanks, Jr.	For	For	Management
5.14	Elect Director Theodore E. Shasta	For	For	Management
5.15	Elect Director David Sidwell	For	For	Management

5.16	Elect Director Olivier Steimer	For	For	Management
5.17	Elect Director James M. Zimmerman	For	For	Management
6	Elect Evan G. Greenberg as Board Chairman	For	Against	Management
7.1	Appoint Michael P. Connors as Member of the Compensation Committee	For	For	Management
7.2	Appoint Mary A. Cirillo as Member of the Compensation Committee	For	For	Management
7.3	Appoint Robert M. Hernandez as Member of the Compensation Committee	For	For	Management
7.4	Appoint Robert Scully as Member of the Compensation Committee	For	For	Management
7.5	Appoint James M. Zimmerman as Member of the Compensation Committee	For	For	Management
8	Designate Homburger AG as Independent Proxy	For	For	Management
9	Issue Shares Without Preemptive Rights	For	For	Management
10	Approve Omnibus Stock Plan	For	For	Management
11.1	Approve the Increase in Maximum Aggregate Remuneration of Directors	For	For	Management
11.2	Approve Remuneration of Executive Committee in the Amount of CHF 44 Million for Fiscal 2017	For	Against	Management
12	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
13	Transact Other Business (Voting)	For	Against	Management

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CISCO SYSTEMS, INC.

Ticker: CSCQ                      Security ID: 17275R102  
Meeting Date: NOV 19, 2015      Meeting Type: Annual  
Record Date: SEP 21, 2015

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Carol A. Bartz	For	For	Management
1b	Elect Director M. Michele Burns	For	For	Management
1c	Elect Director Michael D. Capellas	For	For	Management
1d	Elect Director John T. Chambers	For	For	Management
1e	Elect Director Brian L. Halla	For	For	Management
1f	Elect Director John L. Hennessy	For	For	Management
1g	Elect Director Kristina M. Johnson	For	For	Management
1h	Elect Director Roderick C. McGeary	For	For	Management
1i	Elect Director Charles H. Robbins	For	For	Management
1j	Elect Director Arun Sarin	For	For	Management
1k	Elect Director Steven M. West	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
4	Adopt Holy Land Principles	Against	Against	Shareholder
5	Adopt Proxy Access Right	Against	For	Shareholder

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CITIGROUP INC.

Ticker: C                              Security ID: 172967424  
Meeting Date: APR 26, 2016      Meeting Type: Annual  
Record Date: FEB 29, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Michael L. Corbat	For	For	Management
1b	Elect Director Ellen M. Costello	For	For	Management
1c	Elect Director Duncan P. Hennes	For	For	Management
1d	Elect Director Peter B. Henry	For	For	Management
1e	Elect Director Franz B. Humer	For	For	Management
1f	Elect Director Renee J. James	For	For	Management
1g	Elect Director Eugene M. McQuade	For	For	Management
1h	Elect Director Michael E. O'Neill	For	For	Management
1i	Elect Director Gary M. Reiner	For	For	Management
1j	Elect Director Judith Rodin	For	For	Management
1k	Elect Director Anthony M. Santomero	For	For	Management
1l	Elect Director Joan E. Spero	For	For	Management
1m	Elect Director Diana L. Taylor	For	For	Management
1n	Elect Director William S. Thompson, Jr.	For	For	Management
1o	Elect Director James S. Turley	For	For	Management
1p	Elect Director Ernesto Zedillo Ponce de Leon	For	For	Management
2	Ratify KPMG LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
4	Amend Omnibus Stock Plan	For	For	Management
5	Amend Executive Incentive Bonus Plan	For	For	Management
6	Demonstrate No Gender Pay Gap	Against	Abstain	Shareholder
7	Report on Lobbying Payments and Policy	Against	Against	Shareholder
8	Appoint a Stockholder Value Committee	Against	Against	Shareholder
9	Claw-back of Payments under Restatements	Against	Against	Shareholder
10	Limit/Prohibit Accelerated Vesting of Awards	Against	Against	Shareholder

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COMCAST CORPORATION

Ticker: CMCSA Security ID: 20030N101  
Meeting Date: DEC 10, 2015 Meeting Type: Special  
Record Date: OCT 20, 2015

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Approve Conversion of Securities	For	For	Management

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COMCAST CORPORATION

Ticker: CMCSA Security ID: 20030N101  
Meeting Date: MAY 19, 2016 Meeting Type: Annual  
Record Date: MAR 10, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Kenneth J. Bacon	For	For	Management
1.2	Elect Director Madeline S. Bell	For	For	Management
1.3	Elect Director Sheldon M. Bonovitz	For	For	Management
1.4	Elect Director Edward D. Breen	For	Withhold	Management
1.5	Elect Director Joseph J. Collins	For	Withhold	Management
1.6	Elect Director Gerald L. Hassell	For	Withhold	Management
1.7	Elect Director Jeffrey A. Honickman	For	For	Management
1.8	Elect Director Eduardo G. Mestre	For	For	Management
1.9	Elect Director Brian L. Roberts	For	For	Management
1.10	Elect Director Johnathan A. Rodgers	For	For	Management
1.11	Elect Director Judith Rodin	For	Withhold	Management

2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Amend Restricted Stock Plan	For	For	Management
4	Amend Stock Option Plan	For	For	Management
5	Amend Qualified Employee Stock Purchase Plan	For	For	Management
6	Amend Nonqualified Employee Stock Purchase Plan	For	For	Management
7	Report on Lobbying Payments and Policy	Against	Against	Shareholder
8	Pro-rata Vesting of Equity Awards	Against	Against	Shareholder
9	Require Independent Board Chairman	Against	Against	Shareholder
10	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	Shareholder

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COMERICA INCORPORATED

Ticker: CMA Security ID: 200340107  
Meeting Date: APR 26, 2016 Meeting Type: Annual  
Record Date: FEB 26, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Ralph W. Babb, Jr.	For	For	Management
1.2	Elect Director Roger A. Cregg	For	For	Management
1.3	Elect Director T. Kevin DeNicola	For	For	Management
1.4	Elect Director Jacqueline P. Kane	For	For	Management
1.5	Elect Director Richard G. Lindner	For	For	Management
1.6	Elect Director Alfred A. Piergallini	For	For	Management
1.7	Elect Director Robert S. Taubman	For	For	Management
1.8	Elect Director Reginald M. Turner, Jr.	For	For	Management
1.9	Elect Director Nina G. Vaca	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Approve Executive Incentive Bonus Plan	For	For	Management
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

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CSX CORPORATION

Ticker: CSX Security ID: 126408103  
Meeting Date: MAY 11, 2016 Meeting Type: Annual  
Record Date: MAR 14, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Donna M. Alvarado	For	For	Management
1b	Elect Director John B. Breaux	For	For	Management
1c	Elect Director Pamela L. Carter	For	For	Management
1d	Elect Director Steven T. Halverson	For	For	Management
1e	Elect Director Edward J. Kelly, III	For	For	Management
1f	Elect Director John D. McPherson	For	For	Management
1g	Elect Director David M. Moffett	For	For	Management
1h	Elect Director Timothy T. O'Toole	For	For	Management
1i	Elect Director David M. Ratcliffe	For	For	Management
1j	Elect Director Donald J. Shepard	For	For	Management
1k	Elect Director Michael J. Ward	For	For	Management
1l	Elect Director J. Steven Whisler	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management



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CVS HEALTH CORPORATION

Ticker: CVS Security ID: 126650100  
 Meeting Date: MAY 19, 2016 Meeting Type: Annual  
 Record Date: MAR 24, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Richard M. Bracken	For	For	Management
1b	Elect Director C. David Brown, II	For	For	Management
1c	Elect Director Alecia A. DeCoudreaux	For	For	Management
1d	Elect Director Nancy-Ann M. DeParle	For	For	Management
1e	Elect Director David W. Dorman	For	For	Management
1f	Elect Director Anne M. Finucane	For	For	Management
1g	Elect Director Larry J. Merlo	For	For	Management
1h	Elect Director Jean-Pierre Million	For	For	Management
1i	Elect Director Richard J. Swift	For	For	Management
1j	Elect Director William C. Weldon	For	For	Management
1k	Elect Director Tony L. White	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Report on Consistency Between Corporate Values and Political Contributions	Against	Against	Shareholder
5	Report on Pay Disparity	Against	Against	Shareholder

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DELPHI AUTOMOTIVE PLC

Ticker: DLPH Security ID: G27823106  
 Meeting Date: APR 28, 2016 Meeting Type: Annual  
 Record Date: FEB 26, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Re-elect Joseph S. Cantie as Director	For	For	Management
2	Re-elect Kevin P. Clark as Director	For	For	Management
3	Re-elect Gary L. Cowger as Director	For	For	Management
4	Re-elect Nicholas M. Donofrio as Director	For	For	Management
5	Re-elect Mark P. Frissora as Director	For	For	Management
6	Re-elect Rajiv L. Gupta as Director	For	For	Management
7	Re-elect J. Randall MacDonald as Director	For	For	Management
8	Re-elect Sean O. Mahoney as Director	For	For	Management
9	Re-elect Timothy M. Manganello as Director	For	For	Management
10	Re-elect Bethany J. Mayer as Director	For	For	Management
11	Re-elect Thomas W. Sidlik as Director	For	For	Management
12	Re-elect Bernd Wiedemann as Director	For	For	Management
13	Re-elect Lawrence A. Zimmerman as Director	For	For	Management
14	Ratify Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	Management
15	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

DELTA AIR LINES, INC.

Ticker: DAL Security ID: 247361702  
 Meeting Date: JUN 10, 2016 Meeting Type: Annual  
 Record Date: APR 18, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Richard H. Anderson	For	For	Management
1b	Elect Director Edward H. Bastian	For	For	Management
1c	Elect Director Francis S. Blake	For	For	Management
1d	Elect Director Daniel A. Carp	For	For	Management
1e	Elect Director David G. DeWalt	For	For	Management
1f	Elect Director Thomas E. Donilon	For	For	Management
1g	Elect Director William H. Easter, III	For	For	Management
1h	Elect Director Mickey P. Foret	For	For	Management
1i	Elect Director Shirley C. Franklin	For	For	Management
1j	Elect Director George N. Mattson	For	For	Management
1k	Elect Director Douglas R. Ralph	For	For	Management
1l	Elect Director Sergio A.L. Ri al	For	For	Management
1m	Elect Director Kathy N. Waller	For	For	Management
1n	Elect Director Kenneth B. Woodrow	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Amend Omnibus Stock Plan	For	For	Management
4	Ratify Ernst & Young LLP as Auditors	For	For	Management
5	Stock Retention	Against	Against	Shareholder

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DEVON ENERGY CORPORATION

Ticker: DVN Security ID: 25179M103  
 Meeting Date: JUN 08, 2016 Meeting Type: Annual  
 Record Date: APR 11, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Barbara M. Baumann	For	For	Management
1.2	Elect Director John E. Bethancourt	For	For	Management
1.3	Elect Director David A. Hager	For	For	Management
1.4	Elect Director Robert H. Henry	For	For	Management
1.5	Elect Director Michael M. Kanovsky	For	For	Management
1.6	Elect Director Robert A. Mosbacher, Jr.	For	For	Management
1.7	Elect Director Duane C. Radtke	For	For	Management
1.8	Elect Director Mary P. Ricciardello	For	For	Management
1.9	Elect Director John Richels	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify KPMG LLP as Auditors	For	For	Management
4	Review Public Policy Advocacy on Climate Change	Against	Against	Shareholder
5	Annually Assess Portfolio Impacts of Policies to Meet 2 Degree Scenario	Against	Against	Shareholder
6	Report on Lobbying Payments and Policy	Against	Against	Shareholder
7	Cease Using Oil and Gas Reserve Metrics for Senior Executive's Compensation	Against	Against	Shareholder

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DISCOVERY COMMUNICATIONS, INC.

Ticker: DISCA Security ID: 25470F104  
 Meeting Date: MAY 19, 2016 Meeting Type: Annual  
 Record Date: MAR 24, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Paul A. Gould	For	Withhold	Management
1.2	Elect Director M. LaVoy Robison	For	Withhold	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Report on Steps Taken to Increase Board Diversity	Against	Abstain	Shareholder
4	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	Against	Against	Shareholder

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EMC CORPORATION

Ticker: EMC Security ID: 268648102  
 Meeting Date: MAY 12, 2016 Meeting Type: Annual  
 Record Date: MAR 14, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Donald J. Carty	For	For	Management
1b	Elect Director Randolph L. Cowen	For	For	Management
1c	Elect Director James S. DiStasio	For	For	Management
1d	Elect Director John R. Egan	For	For	Management
1e	Elect Director William D. Green	For	For	Management
1f	Elect Director Jami Miskic	For	For	Management
1g	Elect Director Paul Sagan	For	For	Management
1h	Elect Director Laura J. Sen	For	For	Management
1i	Elect Director Joseph M. Tucci	For	For	Management
2	Ratify Pricewaterhousecoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

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EOG RESOURCES, INC.

Ticker: EOG Security ID: 26875P101  
 Meeting Date: APR 26, 2016 Meeting Type: Annual  
 Record Date: FEB 26, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Janet F. Clark	For	For	Management
1b	Elect Director Charles R. Crisp	For	For	Management
1c	Elect Director James C. Day	For	For	Management
1d	Elect Director H. Leighton Steward	For	For	Management
1e	Elect Director Donald F. Textor	For	For	Management
1f	Elect Director William R. Thomas	For	For	Management
1g	Elect Director Frank G. Wisner	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

EQT CORPORATION

Ticker: EQT Security ID: 26884L109  
 Meeting Date: APR 20, 2016 Meeting Type: Annual  
 Record Date: FEB 10, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Vicky A. Bailey	For	For	Management
1.2	Elect Director Philip G. Behrman	For	For	Management
1.3	Elect Director Kenneth M. Burke	For	For	Management
1.4	Elect Director A. Bray Cary, Jr.	For	For	Management
1.5	Elect Director Margaret K. Dorman	For	For	Management
1.6	Elect Director David L. Porges	For	For	Management
1.7	Elect Director James E. Rohr	For	For	Management
1.8	Elect Director Stephen A. Thorington	For	For	Management
1.9	Elect Director Lee T. Todd, Jr.	For	For	Management
1.10	Elect Director Christine J. Toretta	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Approve Executive Incentive Bonus Plan	For	For	Management
4	Ratify Ernst & Young LLP as Auditors	For	For	Management

EXPRESS SCRIPTS HOLDING COMPANY

Ticker: ESRX Security ID: 30219G108  
 Meeting Date: MAY 04, 2016 Meeting Type: Annual  
 Record Date: MAR 11, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Maura C. Breen	For	For	Management
1b	Elect Director William J. DeLaney	For	For	Management
1c	Elect Director Elder Granger	For	For	Management
1d	Elect Director Nicholas J. LaHowchic	For	For	Management
1e	Elect Director Thomas P. Mac Mahon	For	For	Management
1f	Elect Director Frank Mergenthaler	For	For	Management
1g	Elect Director Woodrow A. Myers, Jr.	For	For	Management
1h	Elect Director Roderick A. Palmore	For	For	Management
1i	Elect Director George Paz	For	For	Management
1j	Elect Director William L. Roper	For	For	Management
1k	Elect Director Seymour Sternberg	For	For	Management
1l	Elect Director Timothy Wentworth	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Approve Omnibus Stock Plan	For	For	Management
5	Require Independent Board Chairman	Against	Against	Shareholder
6	Report on Political Contributions	Against	Against	Shareholder

FIFTH THIRD BANCORP

Ticker: FITB Security ID: 316773100  
 Meeting Date: APR 19, 2016 Meeting Type: Annual  
 Record Date: FEB 26, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Nicholas K. Akins	For	For	Management

1.2	Elect Director B. Evan Bayh, III	For	For	Management
1.3	Elect Director Jorge L. Benitez	For	For	Management
1.4	Elect Director Katherine B. Blackburn	For	For	Management
1.5	Elect Director Emerson L. Brumback	For	For	Management
1.6	Elect Director Greg D. Carmichael	For	For	Management
1.7	Elect Director Gary R. Heminger	For	For	Management
1.8	Elect Director Jewell D. Hoover	For	For	Management
1.9	Elect Director Michael B. McCallister	For	For	Management
1.10	Elect Director Hendrik G. Meijer	For	For	Management
1.11	Elect Director Marsha C. Williams	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management

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HARLEY-DAVIDSON, INC.

Ticker: HOG Security ID: 412822108  
Meeting Date: APR 30, 2016 Meeting Type: Annual  
Record Date: FEB 25, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director R. John Anderson	For	For	Management
1.2	Elect Director Michael J. Cave	For	For	Management
1.3	Elect Director Donald A. James	For	For	Management
1.4	Elect Director Matthew S. Levatich	For	For	Management
1.5	Elect Director Sara L. Levinson	For	For	Management
1.6	Elect Director N. Thomas Linebarger	For	For	Management
1.7	Elect Director George L. Miles, Jr.	For	For	Management
1.8	Elect Director James A. Norling	For	For	Management
1.9	Elect Director Jochen Zeitz	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Ernst & Young LLP as Auditors	For	For	Management

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HONEYWELL INTERNATIONAL INC.

Ticker: HON Security ID: 438516106  
Meeting Date: APR 25, 2016 Meeting Type: Annual  
Record Date: FEB 26, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1A	Elect Director William S. Ayer	For	For	Management
1B	Elect Director Kevin Burke	For	For	Management
1C	Elect Director Jaime Chico Pardo	For	For	Management
1D	Elect Director David M. Cote	For	For	Management
1E	Elect Director D. Scott Davis	For	For	Management
1F	Elect Director Linnet F. Deily	For	For	Management
1G	Elect Director Judd Gregg	For	For	Management
1H	Elect Director Clive Holtick	For	For	Management
1I	Elect Director Grace D. Lieblain	For	For	Management
1J	Elect Director George Paz	For	For	Management
1K	Elect Director Bradley T. Sheares	For	For	Management
1L	Elect Director Robin L. Washington	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named	For	Against	Management

4	Executive Officers' Compensation				
4	Approve Omnibus Stock Plan	For	For	Management	
5	Approve Non-Employee Director Omnibus Stock Plan	For	For	Management	
6	Require Independent Board Chairman	Against	Against	Shareholder	
7	Provide Right to Act by Written Consent	Against	For	Shareholder	
8	Report on Lobbying Payments and Policy	Against	Against	Shareholder	

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INGERSOLL-RAND PLC

Ticker: IR Security ID: G47791101  
Meeting Date: JUN 02, 2016 Meeting Type: Annual  
Record Date: APR 08, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Ann C. Berzin	For	For	Management
1b	Elect Director John Bruton	For	For	Management
1c	Elect Director Elaine L. Chao	For	For	Management
1d	Elect Director Jared L. Cohon	For	For	Management
1e	Elect Director Gary D. Forsee	For	For	Management
1f	Elect Director Constance J. Horner	For	For	Management
1g	Elect Director Linda P. Hudson	For	For	Management
1h	Elect Director Michael W. Lamach	For	For	Management
1i	Elect Director Myles P. Lee	For	For	Management
1j	Elect Director John P. Surma	For	For	Management
1k	Elect Director Richard J. Swift	For	For	Management
1l	Elect Director Tony L. White	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	Management
4	Renew Directors' Authority to Issue Shares	For	For	Management
5	Renew Directors' Authority to Issue Shares for Cash	For	For	Management
6	Authorize Reissuance of Repurchased Shares	For	For	Management
7	Provide Proxy Access Right	For	For	Management
8A	Amend Articles	For	For	Management
8B	Amend Memorandum	For	For	Management
9A	Adopt Plurality Voting for Contested Election of Directors	For	For	Management
9B	Amend Articles to Grant the Board Sole Authority to Determine Its Size	For	For	Management

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INTEL CORPORATION

Ticker: INTC Security ID: 458140100  
Meeting Date: MAY 19, 2016 Meeting Type: Annual  
Record Date: MAR 21, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Charlene Barshefsky	For	For	Management
1b	Elect Director Aneel Bhusri	For	For	Management
1c	Elect Director Andy D. Bryant	For	For	Management
1d	Elect Director John J. Donahoe	For	For	Management
1e	Elect Director Reed E. Hundt	For	For	Management

1f	Elect Director Brian M. Krzani ch	For	For	Management
1g	Elect Director James D. Plummer	For	For	Management
1h	Elect Director David S. Pottruck	For	For	Management
1i	Elect Director Frank D. Yeary	For	For	Management
1j	Elect Director David B. Yoffie	For	For	Management
2	Ratify Ernst & Young LLP as Audi tors	For	For	Management
3	Advisory Vote to Ratify Named Executive Offi cers' Compensati on	For	For	Management
4	Adopt Holy Land Principles	Agai nst	Agai nst	Sharehol der
5	Provide Right to Act by Wri tten Consent	Agai nst	For	Sharehol der
6	Provi de Vote Counting to Excl ude Abstenti ons	Agai nst	Agai nst	Sharehol der

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INTERCONTINENTAL EXCHANGE, INC.

Ticker: ICE Security ID: 45866F104  
Meeting Date: MAY 13, 2016 Meeting Type: Annual  
Record Date: MAR 15, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Charles R. Crisp	For	For	Management
1b	Elect Director Jean-Marc Forneri	For	For	Management
1c	Elect Director The Rt. Hon. the Lord Hague of Richmond	For	For	Management
1d	Elect Director Fred W. Hatfield	For	For	Management
1e	Elect Director Frederic V. Salerno	For	For	Management
1f	Elect Director Jeffrey C. Sprecher	For	For	Management
1g	Elect Director Judith A. Spriesser	For	For	Management
1h	Elect Director Vincent Tese	For	For	Management
2	Advisory Vote to Ratify Named Executive Offi cers' Compensati on	For	For	Management
3	Ratify Ernst & Young LLP as Audi tors	For	For	Management
4	Report on Sustai nabi lity, Incl udi ng Quanti tati ve Goal s	Agai nst	Agai nst	Sharehol der

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INVESCO LTD.

Ticker: IVZ Security ID: G491BT108  
Meeting Date: MAY 12, 2016 Meeting Type: Annual  
Record Date: MAR 14, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Joseph R. Canion	For	For	Management
1.2	Elect Director Martin L. Flanagan	For	For	Management
1.3	Elect Director C. Robert Henri kson	For	For	Management
1.4	Elect Director Ben F. Johnson, III	For	For	Management
1.5	Elect Director Edward P. Lawrence	For	For	Management
1.6	Elect Director Nigel Shei nwal d	For	For	Management
1.7	Elect Director Phoebe A. Wood	For	For	Management
2	Advisory Vote to Ratify Named Executive Offi cers' Compensati on	For	For	Management
3	Approve Omni bus Stock Plan	For	For	Management
4	Ratify Pri cewaterhouseCoopers LLP as Audi tors	For	For	Management

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KIMBERLY-CLARK CORPORATION

Ticker: KMB Security ID: 494368103  
 Meeting Date: MAY 04, 2016 Meeting Type: Annual  
 Record Date: MAR 07, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director John F. Bergstrom	For	For	Management
1.2	Elect Director Abelardo E. Bru	For	For	Management
1.3	Elect Director Robert W. Decherd	For	For	Management
1.4	Elect Director Thomas J. Falk	For	For	Management
1.5	Elect Director Fabian T. Garcia	For	For	Management
1.6	Elect Director Mae C. Jemison	For	For	Management
1.7	Elect Director James M. Jenness	For	For	Management
1.8	Elect Director Nancy J. Karch	For	For	Management
1.9	Elect Director Ian C. Read	For	For	Management
1.10	Elect Director Marc J. Shapiro	For	For	Management
1.11	Elect Director Michael D. White	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Amend Omnibus Stock Plan	For	For	Management
5	Amend Non-Employee Director Omnibus Stock Plan	For	For	Management

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 LOWE'S COMPANIES, INC.

Ticker: LOW Security ID: 548661107  
 Meeting Date: MAY 27, 2016 Meeting Type: Annual  
 Record Date: MAR 18, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Raul Alvarez	For	For	Management
1.2	Elect Director Angela F. Braly	For	For	Management
1.3	Elect Director Sandra B. Cochran	For	For	Management
1.4	Elect Director Laurie Z. Douglas	For	For	Management
1.5	Elect Director Richard W. Dreiling	For	For	Management
1.6	Elect Director Robert L. Johnson	For	For	Management
1.7	Elect Director Marshall O. Larsen	For	For	Management
1.8	Elect Director James H. Morgan	For	For	Management
1.9	Elect Director Robert A. Ni block	For	For	Management
1.10	Elect Director Bertram L. Scott	For	For	Management
1.11	Elect Director Eric C. Wiseman	For	For	Management
2	Approve Executive Incentive Bonus Plan	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
5	Report on Sustainability, Including Quantitative Goals	Against	Against	Shareholder
6	Adopt Proxy Access Right	Against	For	Shareholder

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 MARATHON OIL CORPORATION

Ticker: MRO Security ID: 565849106  
 Meeting Date: MAY 25, 2016 Meeting Type: Annual  
 Record Date: MAR 28, 2016



#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Gaurdie E. Banister, Jr.	For	For	Management
1b	Elect Director Gregory H. Boyce	For	For	Management
1c	Elect Director Chadwick C. Deaton	For	For	Management
1d	Elect Director Marcela E. Donadio	For	For	Management
1e	Elect Director Philip Lader	For	For	Management
1f	Elect Director Michael E. J. Phelps	For	For	Management
1g	Elect Director Dennis H. Reilley	For	For	Management
1h	Elect Director Lee M. Tillman	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Approve Omnibus Stock Plan	For	For	Management

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MEDTRONIC PLC

Ticker: MDT Security ID: G5960L103  
Meeting Date: DEC 11, 2015 Meeting Type: Annual  
Record Date: OCT 12, 2015

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

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MERCK & CO., INC.

Ticker: MRK Security ID: 58933Y105  
Meeting Date: MAY 24, 2016 Meeting Type: Annual  
Record Date: MAR 31, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Leslie A. Brun	For	For	Management
1b	Elect Director Thomas R. Cech	For	For	Management
1c	Elect Director Pamela J. Craig	For	For	Management
1d	Elect Director Kenneth C. Frazier	For	For	Management
1e	Elect Director Thomas H. Glöcer	For	For	Management
1f	Elect Director C. Robert Kidder	For	For	Management
1g	Elect Director Rochelle B. Lazarus	For	For	Management
1h	Elect Director Carlos E. Represas	For	For	Management

1i	Elect Director Paul B. Rothman	For	For	Management
1j	Elect Director Patricia F. Russo	For	For	Management
1k	Elect Director Craig B. Thompson	For	For	Management
1l	Elect Director Wendell P. Weeks	For	For	Management
1m	Elect Director Peter C. Wendell	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
4	Provide Right to Act by Written Consent	Against	For	Shareholder
5	Require Independent Board Chairman	Against	Against	Shareholder
6	Report on Policies for Safe Disposal of Prescription Drugs by Users	Against	Against	Shareholder

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METLIFE, INC.

Ticker: MET Security ID: 59156R108  
Meeting Date: JUN 14, 2016 Meeting Type: Annual  
Record Date: APR 19, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Cheryl W. Grise	For	For	Management
1.2	Elect Director Carlos M. Gutierrez	For	For	Management
1.3	Elect Director R. Glenn Hubbard	For	For	Management
1.4	Elect Director Steven A. Kandarian	For	For	Management
1.5	Elect Director Alfred F. Kelly, Jr.	For	For	Management
1.6	Elect Director Edward J. Kelly, III	For	For	Management
1.7	Elect Director William E. Kennard	For	For	Management
1.8	Elect Director James M. Kilts	For	For	Management
1.9	Elect Director Catherine R. Kinney	For	For	Management
1.10	Elect Director Denise M. Morrison	For	For	Management
1.11	Elect Director Kenton J. Sicchitano	For	For	Management
1.12	Elect Director Lulu C. Wang	For	For	Management
2	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	For	Against	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
5	Require Independent Board Chairman	Against	Against	Shareholder
6	Provide Right to Act by Written Consent	Against	For	Shareholder

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Microsoft Corporation

Ticker: MSFT Security ID: 594918104  
Meeting Date: DEC 02, 2015 Meeting Type: Annual  
Record Date: OCT 02, 2015

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director William H. Gates, III	For	For	Management
1.2	Elect Director Teri L. List-Stoll	For	For	Management
1.3	Elect Director G. Mason Morfit	For	For	Management
1.4	Elect Director Satya Nadella	For	For	Management
1.5	Elect Director Charles H. Noski	For	For	Management
1.6	Elect Director Helmut Panke	For	For	Management
1.7	Elect Director Sandra E. Peterson	For	For	Management
1.8	Elect Director Charles W. Scharf	For	For	Management

1.9	Elect Director John W. Stanton	For	For	Management
1.10	Elect Director John W. Thompson	For	For	Management
1.11	Elect Director Padmasree Warrior	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management

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MORGAN STANLEY

Ticker: MS Security ID: 617446448  
Meeting Date: MAY 17, 2016 Meeting Type: Annual  
Record Date: MAR 21, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Erskine B. Bowles	For	For	Management
1b	Elect Director Alistair Darling	For	For	Management
1c	Elect Director Thomas H. Glocer	For	For	Management
1d	Elect Director James P. Gorman	For	For	Management
1e	Elect Director Robert H. Herz	For	For	Management
1f	Elect Director Nobuyuki Hirano	For	For	Management
1g	Elect Director Klaus Kleinfeld	For	For	Management
1h	Elect Director Jami Miscik	For	For	Management
1i	Elect Director Donald T. Nicolaisen	For	For	Management
1j	Elect Director Hutham S. Olayan	For	For	Management
1k	Elect Director James W. Owens	For	For	Management
1l	Elect Director Ryosuke Tamakoshi	For	For	Management
1m	Elect Director Perry M. Traquina	For	For	Management
1n	Elect Director Rayford Wilkins, Jr.	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Amend Omnibus Stock Plan	For	For	Management
5	Provide Vote Counting to Exclude Abstentions	Against	Against	Shareholder
6	Prohibit Accelerated Vesting of Awards to Pursue Government Service	Against	Against	Shareholder

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NORFOLK SOUTHERN CORPORATION

Ticker: NSC Security ID: 655844108  
Meeting Date: MAY 12, 2016 Meeting Type: Annual  
Record Date: MAR 22, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Thomas D. Bell, Jr.	For	For	Management
1.2	Elect Director Erskine B. Bowles	For	For	Management
1.3	Elect Director Robert A. Bradway	For	For	Management
1.4	Elect Director Wesley G. Bush	For	For	Management
1.5	Elect Director Daniel A. Carp	For	For	Management
1.6	Elect Director Steven F. Leer	For	For	Management
1.7	Elect Director Michael D. Lockhart	For	For	Management
1.8	Elect Director Amy E. Miles	For	For	Management
1.9	Elect Director Martin H. Nesbitt	For	For	Management
1.10	Elect Director James A. Squires	For	For	Management
1.11	Elect Director John R. Thompson	For	For	Management
2	Ratify KPMG LLP as Auditors	For	For	Management

3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
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ORACLE CORPORATION

Ticker: ORCL                      Security ID: 68389X105  
Meeting Date: NOV 18, 2015      Meeting Type: Annual  
Record Date: SEP 21, 2015

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Jeffrey S. Berg	For	Withhold	Management
1.2	Elect Director H. Raymond Bingham	For	Withhold	Management
1.3	Elect Director Michael J. Boskin	For	Withhold	Management
1.4	Elect Director Safra A. Catz	For	Withhold	Management
1.5	Elect Director Bruce R. Chizen	For	Withhold	Management
1.6	Elect Director George H. Conrades	For	Withhold	Management
1.7	Elect Director Lawrence J. Ellison	For	Withhold	Management
1.8	Elect Director Hector Garcia-Molina	For	Withhold	Management
1.9	Elect Director Jeffrey O. Henley	For	Withhold	Management
1.10	Elect Director Mark V. Hurd	For	Withhold	Management
1.11	Elect Director Leon E. Panetta	For	For	Management
1.12	Elect Director Naomi O. Seligman	For	Withhold	Management
2	Amend Executive Incentive Bonus Plan	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
4	Ratify Ernst & Young LLP as Auditors	For	For	Management
5	Adopt Quantitative Renewable Energy Goals	Against	Against	Shareholder
6	Proxy Access	Against	For	Shareholder
7	Approve Quantifiable Performance Metrics	Against	For	Shareholder
8	Amend Corporate Governance Guidelines	Against	For	Shareholder
9	Proxy Voting Disclosure, Confidentiality, and Tabulation	Against	Against	Shareholder
10	Report on Lobbying Payments and Policy	Against	Against	Shareholder

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PFIZER INC.

Ticker: PFE                      Security ID: 717081103  
Meeting Date: APR 28, 2016      Meeting Type: Annual  
Record Date: MAR 01, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Dennis A. Ausiello	For	For	Management
1.2	Elect Director W. Don Cornwell	For	For	Management
1.3	Elect Director Joseph J. Echevarria	For	For	Management
1.4	Elect Director Frances D. Fergusson	For	For	Management
1.5	Elect Director Helen H. Hobbs	For	For	Management
1.6	Elect Director James M. Kilts	For	For	Management
1.7	Elect Director Shantanu Narayan	For	For	Management
1.8	Elect Director Suzanne Nora Johnson	For	For	Management
1.9	Elect Director Ian C. Read	For	For	Management
1.10	Elect Director Stephen W. Sanger	For	For	Management
1.11	Elect Director James C. Smith	For	For	Management
2	Ratify KPMG LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Report on Lobbying Payments and Policy	Against	Against	Shareholder

5	Give Shareholders Final Say on Election of Directors	Against	Against	Shareholder
6	Provide Right to Act by Written Consent	Against	For	Shareholder
7	Prohibit Tax Gross-ups on Inversions	Against	Against	Shareholder

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PG&E CORPORATION

Ticker: PCG Security ID: 69331C108  
Meeting Date: MAY 23, 2016 Meeting Type: Annual  
Record Date: MAR 24, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Lewis Chew	For	For	Management
1.2	Elect Director Anthony F. Earley, Jr.	For	For	Management
1.3	Elect Director Fred J. Fowler	For	For	Management
1.4	Elect Director Maryellen C. Herring	For	For	Management
1.5	Elect Director Richard C. Kelly	For	For	Management
1.6	Elect Director Roger H. Kimmel	For	For	Management
1.7	Elect Director Richard A. Meserve	For	For	Management
1.8	Elect Director Forrest E. Miller	For	For	Management
1.9	Elect Director Rosendo G. Parra	For	For	Management
1.10	Elect Director Barbara L. Rambo	For	For	Management
1.11	Elect Director Anne Shen Smith	For	For	Management
1.12	Elect Director Barry Lawson Williams	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

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PHILIP MORRIS INTERNATIONAL INC.

Ticker: PM Security ID: 718172109  
Meeting Date: MAY 04, 2016 Meeting Type: Annual  
Record Date: MAR 11, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Harold Brown	For	For	Management
1.2	Elect Director Andre Calantzopoulos	For	For	Management
1.3	Elect Director Louis C. Camilleri	For	For	Management
1.4	Elect Director Werner Geissler	For	For	Management
1.5	Elect Director Jennifer Li	For	For	Management
1.6	Elect Director Jun Makihara	For	For	Management
1.7	Elect Director Sergio Marchionne	For	Against	Management
1.8	Elect Director Kalpana Morparia	For	For	Management
1.9	Elect Director Lucio A. Noto	For	For	Management
1.10	Elect Director Frederik Paulsen	For	For	Management
1.11	Elect Director Robert B. Polet	For	For	Management
1.12	Elect Director Stephen M. Wolf	For	For	Management
2	Ratify PricewaterhouseCoopers SA as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Adopt Human Rights Policy, Including the Right to Health	Against	Abstain	Shareholder
5	Participate in OECD Mediation for Human Rights Violations	Against	Abstain	Shareholder

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ROCKWELL AUTOMATION, INC.

Ticker: ROK Security ID: 773903109  
Meeting Date: FEB 02, 2016 Meeting Type: Annual  
Record Date: DEC 07, 2015

#	Proposal	Mgt Rec	Vote Cast	Sponsor
A1	Elect Director Keith D. Nosbusch	For	For	Management
A2	Elect Director William T. McCormick, Jr.	For	For	Management
B	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
C	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
D	Amend Omnibus Stock Plan	For	For	Management
E	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	For	Against	Management

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SYNCHRONY FINANCIAL

Ticker: SYF Security ID: 87165B103  
Meeting Date: MAY 19, 2016 Meeting Type: Annual  
Record Date: MAR 24, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Margaret M. Keane	For	For	Management
1b	Elect Director Paget L. Alves	For	For	Management
1c	Elect Director Arthur W. Coviello, Jr.	For	For	Management
1d	Elect Director William W. Graylin	For	For	Management
1e	Elect Director Roy A. Guthrie	For	For	Management
1f	Elect Director Richard C. Hartnack	For	For	Management
1g	Elect Director Jeffrey G. Naylor	For	For	Management
1h	Elect Director Laurel J. Richie	For	For	Management
1i	Elect Director Olympia J. Snowe	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify KPMG LLP as Auditors	For	For	Management

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TEXAS INSTRUMENTS INCORPORATED

Ticker: TXN Security ID: 882508104  
Meeting Date: APR 21, 2016 Meeting Type: Annual  
Record Date: FEB 22, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Ralph W. Babb, Jr.	For	For	Management
1b	Elect Director Mark A. Blinn	For	For	Management
1c	Elect Director Daniel A. Carp	For	For	Management
1d	Elect Director Janet F. Clark	For	For	Management
1e	Elect Director Carrie S. Cox	For	For	Management
1f	Elect Director Ronald Kirk	For	For	Management
1g	Elect Director Pamela H. Patsley	For	For	Management
1h	Elect Director Robert E. Sanchez	For	For	Management
1i	Elect Director Wayne R. Sanders	For	For	Management
1j	Elect Director Richard K. Templeton	For	For	Management

1k	Elect Director Christine Todd Whitman	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Ernst & Young LLP as Auditors	For	For	Management
4	Amend Omnibus Stock Plan	For	For	Management

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THE BOEING COMPANY

Ticker: BA Security ID: 097023105  
Meeting Date: MAY 02, 2016 Meeting Type: Annual  
Record Date: MAR 03, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director David L. Calhoun	For	For	Management
1b	Elect Director Arthur D. Collins, Jr.	For	For	Management
1c	Elect Director Kenneth M. Duberstein	For	For	Management
1d	Elect Director Edmund P. Giambastiani, Jr.	For	For	Management
1e	Elect Director Lynn J. Good	For	For	Management
1f	Elect Director Lawrence W. Kellner	For	For	Management
1g	Elect Director Edward M. Liddy	For	For	Management
1h	Elect Director Dennis A. Muihlenburg	For	For	Management
1i	Elect Director Susan C. Schwab	For	For	Management
1j	Elect Director Randall L. Stephenson	For	For	Management
1k	Elect Director Ronald A. Williams	For	For	Management
1l	Elect Director Mike S. Zafirovski	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
4	Report on Lobbying Payments and Policy	Against	Against	Shareholder
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Shareholder
6	Require Independent Board Chairman	Against	Against	Shareholder
7	Report on Weapon Sales to Israel	Against	Against	Shareholder

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THE CHARLES SCHWAB CORPORATION

Ticker: SCHW Security ID: 808513105  
Meeting Date: MAY 17, 2016 Meeting Type: Annual  
Record Date: MAR 18, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director John K. Adams, Jr.	For	For	Management
1b	Elect Director Stephen A. Ellis	For	For	Management
1c	Elect Director Arun Sarin	For	For	Management
1d	Elect Director Charles R. Schwab	For	For	Management
1e	Elect Director Paula A. Sneed	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Report on Lobbying Payments and Policy	Against	Against	Shareholder
5	Prepare Employment Diversity Report	Against	Abstain	Shareholder

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THE DOW CHEMICAL COMPANY

Ticker: DOW Security ID: 260543103  
 Meeting Date: MAY 12, 2016 Meeting Type: Annual  
 Record Date: MAR 14, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Ajay Banga	For	For	Management
1b	Elect Director Jacqueline K. Barton	For	For	Management
1c	Elect Director James A. Bell	For	For	Management
1d	Elect Director Richard K. Davis	For	For	Management
1e	Elect Director Jeff M. Fetting	For	For	Management
1f	Elect Director Andrew N. Liveris	For	For	Management
1g	Elect Director Mark Loughridge	For	For	Management
1h	Elect Director Raymond J. Milchovich	For	For	Management
1i	Elect Director Robert S. Miller	For	For	Management
1j	Elect Director Paul Polman	For	For	Management
1k	Elect Director Dennis H. Reilly	For	For	Management
1l	Elect Director James M. Ringler	For	For	Management
1m	Elect Director Ruth G. Shaw	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Proxy Access	Against	For	Shareholder

THE MOSAIC COMPANY

Ticker: MOS Security ID: 61945C103  
 Meeting Date: MAY 19, 2016 Meeting Type: Annual  
 Record Date: MAR 22, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Provide Directors May Be Removed With or Without Cause	For	For	Management
2	Eliminate Class of Common Stock	For	For	Management
3a	Elect Director Nancy E. Cooper	For	For	Management
3b	Elect Director Gregory L. Ebel	For	For	Management
3c	Elect Director Timothy S. Gitzel	For	For	Management
3d	Elect Director Denise C. Johnson	For	For	Management
3e	Elect Director Emery N. Koenig	For	For	Management
3f	Elect Director Robert L. Lumpkins	For	For	Management
3g	Elect Director William T. Monahan	For	For	Management
3h	Elect Director James ('Joc') C. O'Rourke	For	For	Management
3i	Elect Director James L. Popovich	For	For	Management
3j	Elect Director David T. Seaton	For	For	Management
3k	Elect Director Steven M. Seibert	For	For	Management
4	Ratify KPMG LLP as Auditors	For	For	Management
5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
6	Other Business	For	Against	Management

THRIVENT CASH MANAGEMENT TRUST

Ticker: Security ID: Private  
 Meeting Date: AUG 14, 2015 Meeting Type: Special  
 Record Date: JUN 16, 2015



#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.01	To elect Trustees of the Trust - Russell W. Swansen	For	For	Management
1.02	To elect Trustees of the Trust - David S. Royal	For	For	Management
1.03	To elect Trustees of the Trust - Janice B. Case	For	For	Management
1.04	To elect Trustees of the Trust - Richard L. Gady	For	For	Management
1.05	To elect Trustees of the Trust - Richard A. Hauser	For	For	Management
1.06	To elect Trustees of the Trust - Marc S. Joseph	For	For	Management
1.07	To elect Trustees of the Trust - Paul R. Laubscher	For	For	Management
1.08	To elect Trustees of the Trust - James A. Nussle	For	For	Management
1.09	To elect Trustees of the Trust - Douglas D. Sims	For	For	Management
1.10	To elect Trustees of the Trust - Constance L. Souders	For	For	Management

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TIME WARNER CABLE INC.

Ticker: TWC Security ID: 88732J207  
Meeting Date: JUL 01, 2015 Meeting Type: Annual  
Record Date: MAY 07, 2015

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Carol e Black	For	Agai nst	Management
1b	Elect Director Thomas H. Castro	For	For	Management
1c	Elect Director Davi d C. Chang	For	For	Management
1d	Elect Director James E. Copel and, Jr.	For	For	Management
1e	Elect Director Peter R. Haje	For	Agai nst	Management
1f	Elect Director Donna A. James	For	For	Management
1g	Elect Director Don Logan	For	For	Management
1h	Elect Director Robert D. Marcus	For	For	Management
1i	Elect Director N. J. Nichol as, Jr.	For	Agai nst	Management
1j	Elect Director Wayne H. Pace	For	For	Management
1k	Elect Director Edward D. Shi rley	For	Agai nst	Management
1l	Elect Director John E. Sununu	For	For	Management
2	Rati fy Ernst & Young LLP as Audi tors	For	For	Management
3	Advi sory Vote to Rati fy Named Executive Offi cers' Compensati on	For	Agai nst	Management
4	Report on Lobbyi ng Payments and Poli cy	Agai nst	Agai nst	Sharehol der
5	Pro-rata Vesti ng of Equi ty Awards	Agai nst	Agai nst	Sharehol der

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UNITED PARCEL SERVICE, INC.

Ticker: UPS Security ID: 911312106  
Meeting Date: MAY 05, 2016 Meeting Type: Annual  
Record Date: MAR 07, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Di rector Davi d P. Abney	For	For	Management
1b	Elect Di rector Rodney C. Adki ns	For	For	Management
1c	Elect Di rector Mi chael J. Burns	For	For	Management

1d	Elect Director William R. Johnson	For	For	Management
1e	Elect Director Candace Kendle	For	For	Management
1f	Elect Director Ann M. Livermore	For	For	Management
1g	Elect Director Rudy H.P. Markham	For	For	Management
1h	Elect Director Clark 'Sandy' T. Randt, Jr.	For	For	Management
1i	Elect Director John T. Stankey	For	For	Management
1j	Elect Director Carol B. Tome	For	For	Management
1k	Elect Director Kevin M. Warsh	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Report on Lobbying Payments and Policy	Against	Against	Shareholder
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	Shareholder
5	Adopt Holy Land Principles	Against	Against	Shareholder

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UNITEDHEALTH GROUP INCORPORATED

Ticker: UNH Security ID: 91324P102  
Meeting Date: JUN 06, 2016 Meeting Type: Annual  
Record Date: APR 08, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director William C. Ballard, Jr.	For	For	Management
1b	Elect Director Edson Bueno	For	For	Management
1c	Elect Director Richard T. Burke	For	For	Management
1d	Elect Director Robert J. Darretta	For	For	Management
1e	Elect Director Stephen J. Hemsley	For	For	Management
1f	Elect Director Michele J. Hooper	For	For	Management
1g	Elect Director Rodger A. Lawson	For	For	Management
1h	Elect Director Glenn M. Renwick	For	For	Management
1i	Elect Director Kenneth I. Shine	For	For	Management
1j	Elect Director Gail R. Wilensky	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management

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VERIZON COMMUNICATIONS INC.

Ticker: VZ Security ID: 92343V104  
Meeting Date: MAY 05, 2016 Meeting Type: Annual  
Record Date: MAR 07, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Shellye L. Archambeau	For	For	Management
1.2	Elect Director Mark T. Bertolini	For	For	Management
1.3	Elect Director Richard L. Carri on	For	For	Management
1.4	Elect Director Mel anie L. Heal ey	For	For	Management
1.5	Elect Director M. Frances Keeth	For	For	Management
1.6	Elect Director Karl -Ludwig Kle y	For	For	Management
1.7	Elect Director Lowell C. McAdam	For	For	Management
1.8	Elect Director Donald T. Nicol ai sen	For	For	Management
1.9	Elect Director Clarence Otis, Jr.	For	For	Management
1.10	Elect Director Rodney E. Slater	For	For	Management
1.11	Elect Director Kathryn A. Tesija	For	For	Management
1.12	Elect Director Gregory D. Wasson	For	For	Management
1.13	Elect Director Gregory G. Weaver	For	For	Management

2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Adopt Quantitative Renewable Energy Goals	Against	Against	Shareholder
5	Report on Indirect Political Contributions	Against	Against	Shareholder
6	Report on Lobbying Payments and Policy	Against	Against	Shareholder
7	Require Independent Board Chairman	Against	Against	Shareholder
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	Shareholder
9	Stock Retention/Holding Period	Against	Against	Shareholder

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WEATHERFORD INTERNATIONAL PLC

Ticker: WFT Security ID: G48833100  
Meeting Date: JUN 15, 2016 Meeting Type: Annual  
Record Date: APR 22, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Mohamed A. Awad	For	For	Management
1b	Elect Director David J. Butters	For	For	Management
1c	Elect Director Bernard J. Duroc-Danner	For	For	Management
1d	Elect Director John D. Gass	For	For	Management
1e	Elect Director Emyr Jones Parry	For	For	Management
1f	Elect Director Francis S. Kalman	For	For	Management
1g	Elect Director William E. Macaulay	For	For	Management
1h	Elect Director Robert K. Moses, Jr.	For	For	Management
1i	Elect Director Guillermo Ortiz	For	For	Management
1j	Elect Director Robert A. Rayne	For	For	Management
2	Ratify KPMG LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Approve Qualified Employee Stock Purchase Plan	For	For	Management

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ZIONS BANCORPORATION

Ticker: ZION Security ID: 989701107  
Meeting Date: MAY 27, 2016 Meeting Type: Annual  
Record Date: MAR 24, 2016

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Jerry C. Atkin	For	For	Management
1b	Elect Director Patricia Frobes	For	For	Management
1c	Elect Director Suren K. Gupta	For	For	Management
1d	Elect Director J. David Heaney	For	For	Management
1e	Elect Director Vivian S. Lee	For	For	Management
1f	Elect Director Edward F. Murphy	For	For	Management
1g	Elect Director Roger B. Porter	For	For	Management
1h	Elect Director Stephen D. Quinn	For	For	Management
1i	Elect Director Harris H. Simmons	For	For	Management
1j	Elect Director L. E. Simmons	For	For	Management
1k	Elect Director Shelley Thomas Williams	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Amend Executive Incentive Bonus Plan	For	For	Management

5	Require Independent Board Chairman	Against	Against	Shareholder
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