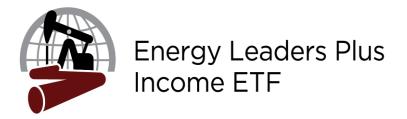
# **Energy Leaders Plus Income ETF**

Meeting Date Range: 01-Jul-2016 - 30-Jun-2017



# **Proxy Voting Report: US Securities**

#### ANADARKO PETROLEUM CORPORATION

Security: 032511107 Ticker: APC

ISIN: US0325111070

Agenda Number: 934553769

Meeting Type: Annual
Meeting Date: 5/10/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	ELECTION OF DIRECTOR: ANTHONY R. CHASE	Mgmt	For	For
1B.	ELECTION OF DIRECTOR: DAVID E. CONSTABLE	Mgmt	For	For
1C.	ELECTION OF DIRECTOR: H. PAULETT EBERHART	Mgmt	For	For
1D.	ELECTION OF DIRECTOR: CLAIRE S. FARLEY	Mgmt	For	For
1E.	ELECTION OF DIRECTOR: PETER J. FLUOR	Mgmt	For	For
1F.	ELECTION OF DIRECTOR: RICHARD L. GEORGE	Mgmt	For	For
1G.	ELECTION OF DIRECTOR: JOSEPH W. GORDER	Mgmt	For	For
1H.	ELECTION OF DIRECTOR: JOHN R. GORDON	Mgmt	For	For
11.	ELECTION OF DIRECTOR: SEAN GOURLEY	Mgmt	For	For
1J.	ELECTION OF DIRECTOR: MARK C. MCKINLEY	Mgmt	For	For
1K.	ELECTION OF DIRECTOR: ERIC D. MULLINS	Mgmt	For	For
1L.	ELECTION OF DIRECTOR: R. A. WALKER	Mgmt	For	For
2.	RATIFICATION OF APPOINTMENT OF KPMG LLP AS INDEPENDENT AUDITOR.	Mgmt	For	For
3.	ADVISORY VOTE TO APPROVE NAMED EXECUTIVE OFFICER COMPENSATION.	Mgmt	For	For
4.	ADVISORY VOTE ON THE FREQUENCY OF FUTURE ADVISORY VOTES ON NAMED EXECUTIVE OFFICER COMPENSATION.	Mgmt	1 Year	For

## **BAKER HUGHES INCORPORATED**

**Security:** 057224107

Ticker: BHI

Agenda Number: 934542893 Meeting Type: Annual

ISIN: US0572241075 Meeting Date: 4/27/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	ELECTION OF DIRECTOR: GREGORY D. BRENNEMAN	Mgmt	No vote	
1B.	ELECTION OF DIRECTOR: CLARENCE P. CAZALOT, JR.	Mgmt	No vote	
1C.	ELECTION OF DIRECTOR: MARTIN S. CRAIGHEAD	Mgmt	No vote	
1D.	ELECTION OF DIRECTOR: WILLIAM H. EASTER III	Mgmt	No vote	
1E.	ELECTION OF DIRECTOR: LYNN L. ELSENHANS	Mgmt	No vote	
1F.	ELECTION OF DIRECTOR: ANTHONY G. FERNANDES	Mgmt	No vote	
1G.	ELECTION OF DIRECTOR: CLAIRE W. GARGALLI	Mgmt	No vote	
1H.	ELECTION OF DIRECTOR: PIERRE H. JUNGELS	Mgmt	No vote	
11.	ELECTION OF DIRECTOR: JAMES A. LASH	Mgmt	No vote	
1J.	ELECTION OF DIRECTOR: J. LARRY NICHOLS	Mgmt	No vote	
1K.	ELECTION OF DIRECTOR: JAMES W. STEWART	Mgmt	No vote	
1L.	ELECTION OF DIRECTOR: CHARLES L. WATSON	Mgmt	No vote	
2.	AN ADVISORY VOTE RELATED TO THE COMPANY'S EXECUTIVE COMPENSATION PROGRAM.	Mgmt	No vote	
3.	AN ADVISORY VOTE ON THE FREQUENCY OF THE HOLDING OF AN ADVISORY VOTE ON THE EXECUTIVE COMPENSATION.	Mgmt	No vote	
4.	THE RATIFICATION OF DELOITTE & TOUCHE LLP AS THE COMPANY'S INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM FOR FISCAL YEAR 2017.	Mgmt	No vote	
5.	A STOCKHOLDER PROPOSAL REGARDING A MAJORITY VOTE STANDARD FOR ALL NON-BINDING STOCKHOLDER PROPOSALS.	Shr	No vote	

#### **BAKER HUGHES INCORPORATED**

**Security:** 057224107

Ticker: BHI

ISIN: US0572241075

Agenda Number: 934641451

Meeting Type: Special

**Meeting Date:** 6/30/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1.	A PROPOSAL TO ADOPT THE TRANSACTION AGREEMENT AND PLAN OF MERGER, DATED AS OF OCTOBER 30, 2016, AS AMENDED BY THE AMENDMENT TO TRANSACTION AGREEMENT AND PLAN OF MERGER, DATED AS OF MARCH 27, 2017, AMONG GENERAL ELECTRIC COMPANY, BAKER HUGHES INCORPORATED ("BAKER HUGHES") AND CERTAIN SUBSIDIARIES OF BAKER HUGHES (THE "TRANSACTION AGREEMENT") AND THEREBY APPROVE THE TRANSACTIONS CONTEMPLATED THEREIN, INCLUDING THE MERGERS (AS DEFINED THEREIN) (THE "TRANSACTIONS").	Mgmt	No vote	
2.	A PROPOSAL TO ADJOURN BAKER HUGHES' SPECIAL MEETING IF BAKER HUGHES DETERMINES IT IS NECESSARY OR ADVISABLE TO PERMIT FURTHER SOLICITATION OF PROXIES IN THE EVENT THERE ARE NOT SUFFICIENT VOTES AT THE TIME OF THE SPECIAL MEETING TO ADOPT THE TRANSACTION AGREEMENT.	Mgmt	No vote	
3.	A PROPOSAL TO APPROVE, ON A NON-BINDING, ADVISORY BASIS, THE COMPENSATION THAT WILL OR MAY BECOME PAYABLE TO BAKER HUGHES' NAMED EXECUTIVE OFFICERS IN CONNECTION WITH THE TRANSACTIONS.	Mgmt	No vote	
4.	A PROPOSAL TO APPROVE AND ADOPT THE BEAR NEWCO, INC. 2017 LONG- TERM INCENTIVE PLAN.	Mgmt	No vote	
5.	A PROPOSAL TO APPROVE THE MATERIAL TERMS OF THE EXECUTIVE OFFICER PERFORMANCE GOALS.	Mgmt	No vote	

# BP P.L.C.

**Security:** 055622104

ISIN: US0556221044

Ticker: BP

Agenda Number: 934594917

Meeting Type: Annual
Meeting Date: 5/17/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1.	TO RECEIVE THE DIRECTORS' ANNUAL REPORT AND ACCOUNTS.	Mgmt	For	For
2.	TO APPROVE THE DIRECTORS' REMUNERATION REPORT.	Mgmt	For	For
3.	TO APPROVE THE DIRECTORS' REMUNERATION POLICY.	Mgmt	For	For
4.	TO RE-ELECT MR R W DUDLEY AS A DIRECTOR.	Mgmt	For	For
5.	TO RE-ELECT DR B GILVARY AS A DIRECTOR.	Mgmt	For	For

6.	TO ELECT MR N S ANDERSEN AS A DIRECTOR.	Mgmt	For	For
7.	TO RE-ELECT MR P M ANDERSON AS A DIRECTOR.	Mgmt	For	For
8.	TO RE-ELECT MR A BOECKMANN AS A DIRECTOR.	Mgmt	For	For
9.	TO RE-ELECT ADMIRAL F L BOWMAN AS A DIRECTOR.	Mgmt	For	For
10.	TO RE-ELECT MR I E L DAVIS AS A DIRECTOR.	Mgmt	For	For
11.	TO RE-ELECT PROFESSOR DAME ANN DOWLING AS A DIRECTOR.	Mgmt	For	For
12.	TO ELECT MS M B MEYER AS A DIRECTOR.	Mgmt	For	For
13.	TO RE-ELECT MR B R NELSON AS A DIRECTOR.	Mgmt	For	For
14.	TO RE-ELECT MRS P R REYNOLDS AS A DIRECTOR.	Mgmt	For	For
15.	TO RE-ELECT SIR JOHN SAWERS AS A DIRECTOR.	Mgmt	For	For
16.	TO RE-ELECT MR C-H SVANBERG AS A DIRECTOR.	Mgmt	For	For
17.	TO REAPPOINT ERNST & YOUNG LLP AS AUDITORS AND TO AUTHORIZE THE DIRECTORS TO FIX THEIR REMUNERATION.	Mgmt	For	For
18.	TO GIVE LIMITED AUTHORITY TO MAKE POLITICAL DONATIONS AND INCUR POLITICAL EXPENDITURE.	Mgmt	For	For
19.	TO GIVE LIMITED AUTHORITY TO ALLOT SHARES UP TO A SPECIFIED AMOUNT.	Mgmt	For	For
20.	SPECIAL RESOLUTION: TO GIVE AUTHORITY TO ALLOT A LIMITED NUMBER OF SHARES FOR CASH FREE OF PRE- EMPTION RIGHTS.	Mgmt	For	For
21.	SPECIAL RESOLUTION: TO GIVE ADDITIONAL AUTHORITY TO ALLOT A LIMITED NUMBER OF SHARES FOR CASH FREE OF PRE-EMPTION RIGHTS.	Mgmt	For	For
22.	SPECIAL RESOLUTION: TO GIVE LIMITED AUTHORITY FOR THE PURCHASE OF ITS OWN SHARES BY THE COMPANY.	Mgmt	For	For
23.	SPECIAL RESOLUTION: TO AUTHORIZE THE CALLING OF GENERAL MEETINGS (EXCLUDING ANNUAL GENERAL MEETINGS) BY NOTICE OF AT LEAST 14 CLEAR DAYS.	Mgmt	For	For

**Security:** 166764100

Ticker: CVX

**ISIN:** US1667641005

Agenda Number: 934581732

Meeting Type: Annual

Meeting Date: 5/31/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	ELECTION OF DIRECTOR: W. M. AUSTIN	Mgmt	For	For
1B.	ELECTION OF DIRECTOR: L. F. DEILY	Mgmt	For	For
1C.	ELECTION OF DIRECTOR: R. E. DENHAM	Mgmt	For	For
1D.	ELECTION OF DIRECTOR: A. P. GAST	Mgmt	For	For
1E.	ELECTION OF DIRECTOR: E. HERNANDEZ, JR.	Mgmt	For	For
1F.	ELECTION OF DIRECTOR: J. M. HUNTSMAN JR.	Mgmt	For	For
1G.	ELECTION OF DIRECTOR: C. W. MOORMAN IV	Mgmt	For	For
1H.	ELECTION OF DIRECTOR: D. F. MOYO	Mgmt	For	For
11.	ELECTION OF DIRECTOR: R. D. SUGAR	Mgmt	For	For
1J.	ELECTION OF DIRECTOR: I. G. THULIN	Mgmt	For	For
1K.	ELECTION OF DIRECTOR: J. S. WATSON	Mgmt	For	For
1L.	ELECTION OF DIRECTOR: M. K. WIRTH	Mgmt	For	For
2.	RATIFICATION OF APPOINTMENT OF PWC AS INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM	Mgmt	For	For
3.	ADVISORY VOTE TO APPROVE NAMED EXECUTIVE OFFICER COMPENSATION	Mgmt	For	For
4.	ADVISORY VOTE ON THE FREQUENCY OF FUTURE ADVISORY VOTES ON NAMED EXECUTIVE OFFICER COMPENSATION	Mgmt	1 Year	For
5.	REPORT ON LOBBYING	Shr	Against	For
6.	REPORT ON FEASIBILITY OF POLICY ON NOT DOING BUSINESS WITH CONFLICT COMPLICIT GOVERNMENTS	Shr	Against	For
7.	REPORT ON CLIMATE CHANGE IMPACT ASSESSMENT	Shr	Against	For
8.	REPORT ON TRANSITION TO A LOW CARBON ECONOMY	Shr	Against	For

9.	ADOPT POLICY ON INDEPENDENT CHAIRMAN	Shr	Against	For
10.	RECOMMEND INDEPENDENT DIRECTOR WITH ENVIRONMENTAL EXPERTISE	Shr	Against	For
11.	SET SPECIAL MEETINGS THRESHOLD AT 10%	Shr	Against	For

# CONOCOPHILLIPS

 Security: 20825C104
 Agenda Number: 934558769

 Ticker: COP
 Meeting Type: Annual

 ISIN: US20825C1045
 Meeting Date: 5/16/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	ELECTION OF DIRECTOR: RICHARD L. ARMITAGE	Mgmt	For	For
1B.	ELECTION OF DIRECTOR: RICHARD H. AUCHINLECK	Mgmt	For	For
1C.	ELECTION OF DIRECTOR: CHARLES E. BUNCH	Mgmt	For	For
1D.	ELECTION OF DIRECTOR: JOHN V. FARACI	Mgmt	For	For
1E.	ELECTION OF DIRECTOR: JODY L. FREEMAN	Mgmt	For	For
1F.	ELECTION OF DIRECTOR: GAY HUEY EVANS	Mgmt	For	For
1G.	ELECTION OF DIRECTOR: RYAN M. LANCE	Mgmt	For	For
1H.	ELECTION OF DIRECTOR: ARJUN N. MURTI	Mgmt	For	For
11.	ELECTION OF DIRECTOR: ROBERT A. NIBLOCK	Mgmt	For	For
1J.	ELECTION OF DIRECTOR: HARALD J. NORVIK	Mgmt	For	For
2.	PROPOSAL TO RATIFY APPOINTMENT OF ERNST & YOUNG LLP AS CONOCOPHILLIPS' INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM FOR 2017.	Mgmt	For	For
3.	ADVISORY APPROVAL OF EXECUTIVE COMPENSATION.	Mgmt	For	For
4.	ADVISORY VOTE ON FREQUENCY OF ADVISORY VOTE ON EXECUTIVE COMPENSATION.	Mgmt	1 Year	
5.	REPORT ON LOBBYING EXPENDITURES.	Shr	Against	For

6.

**Security:** 25179M103 **Ticker:** DVN

ISIN: US25179M1036

Agenda Number: 934603235

Against

Meeting Type: Annual
Meeting Date: 6/7/2017

	ISIN: US25179M1036		Meeting Date: 6/7/2017			
Prop. #	Propo	sal	Proposed by	Proposal Vote	For/Against Management's Recommendation	
1.	DIRECTO	DR				
	1	BARBARA M. BAUMANN	Mgmt	For	For	
	2	JOHN E. BETHANCOURT	Mgmt	For	For	
	3	DAVID A. HAGER	Mgmt	For	For	
	4	ROBERT H. HENRY	Mgmt	For	For	
	5	MICHAEL M. KANOVSKY	Mgmt	For	For	
	6	ROBERT A. MOSBACHER, JR	Mgmt	For	For	
	7	DUANE C. RADTKE	Mgmt	For	For	
	8	MARY P. RICCIARDELLO	Mgmt	For	For	
	9	JOHN RICHELS	Mgmt	For	For	
2.		RY VOTE TO APPROVE IVE COMPENSATION.	Mgmt	For	For	
3.	AN ADVI	RY VOTE ON THE FREQUENCY OF SORY VOTE ON EXECUTIVE NSATION.	Mgmt	1 Year	For	
4.		THE APPOINTMENT OF THE NY'S INDEPENDENT AUDITORS 7.	Mgmt	For	For	
5.	CORPOR	'E THE DEVON ENERGY RATION ANNUAL INCENTIVE NSATION PLAN.	Mgmt	For	For	
6.	CORPOR	'E THE DEVON ENERGY RATION 2017 LONG-TERM VE PLAN.	Mgmt	For	For	
7.	RELATE	ON PUBLIC POLICY ADVOCACY D TO ENERGY POLICY AND E CHANGE.	Shr	Against	For	
8.		MENT ON THE IMPACT OF CLIMATE CHANGE POLICIES.	Shr	Against	For	

9. REPORT ON LOBBYING POLICY AND Shr Against For ACTIVITY. 10. ASSESSMENT OF BENEFITS AND RISKS Shr Against For OF USING RESERVE ADDITIONS AS A COMPENSATION METRIC.

#### **ENBRIDGE INC.**

**Security:** 29250N105 Agenda Number: 934572163 Ticker: ENB Meeting Type: Annual **ISIN:** CA29250N1050 **Meeting Date:** 5/11/2017

**For/Against Management's** Prop. # **Proposal Proposed by Proposal Vote** Recommendation DIRECTOR PAMELA L. CARTER 1 Mgmt For For 2 CLARENCE P. CAZALOT,JR. Mgmt For For

01 3 MARCEL R. COUTU Mgmt For For GREGORY L. EBEL 4 Mgmt For For J. HERB ENGLAND 5 Mgmt For For 6 CHARLES W. FISCHER Mgmt For For 7 V.M. KEMPSTON DARKES For Mgmt For MICHAEL MCSHANE 8 Mgmt For For 9 AL MONACO Mgmt For For MICHAEL E.J. PHELPS 10 Mgmt For For REBECCA B. ROBERTS 11 Mgmt For For DAN C. TUTCHER For Mgmt For 13 CATHERINE L. WILLIAMS Mgmt For For 02 APPOINT PRICEWATERHOUSECOOPERS Mgmt For For LLP AS AUDITORS. AMEND, CONTINUE AND APPROVE OUR Mgmt For For SHAREHOLDER RIGHTS PLAN. VOTE ON OUR APPROACH TO EXECUTIVE Mgmt For For COMPENSATION. WHILE THIS VOTE IS NON-BINDING, IT GIVES SHAREHOLDERS

03 04 AN OPPORTUNITY TO PROVIDE

IMPORTANT INPUT TO OUR BOARD.

VOTE ON THE SHAREHOLDER PROPOSAL SET OUT IN APPENDIX B TO OUR

SET OUT IN APPENDIX B TO OUR
MANAGEMENT INFORMATION CIRCULAR
DATED MARCH 13, 2017 REGARDING
REPORTING ON THE DUE DILIGENCE
PROCESS USED BY ENBRIDGE TO
IDENTIFY AND ADDRESS SOCIAL AND
ENVIRONMENTAL RISKS WHEN
REVIEWING POTENTIAL ACQUISITIONS.

Shr Against For

**EOG RESOURCES, INC.** 

05

Security: 26875P101 Ticker: EOG

**ISIN:** US26875P1012

Agenda Number: 934538476

Meeting Type: Annual

Meeting Date: 4/27/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	ELECTION OF DIRECTOR: JANET F. CLARK	Mgmt	For	For
1B.	ELECTION OF DIRECTOR: CHARLES R. CRISP	Mgmt	For	For
1C.	ELECTION OF DIRECTOR: ROBERT P. DANIELS	Mgmt	For	For
1D.	ELECTION OF DIRECTOR: JAMES C. DAY	Mgmt	For	For
1E.	ELECTION OF DIRECTOR: DONALD F. TEXTOR	Mgmt	For	For
1F.	ELECTION OF DIRECTOR: WILLIAM R. THOMAS	Mgmt	For	For
1G.	ELECTION OF DIRECTOR: FRANK G. WISNER	Mgmt	For	For
2.	TO RATIFY THE APPOINTMENT BY THE AUDIT COMMITTEE OF THE BOARD OF DIRECTORS OF DELOITTE & TOUCHE LLP, INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM, AS AUDITORS FOR THE COMPANY FOR THE YEAR ENDING DECEMBER 31, 2017.	Mgmt	For	For
3.	TO APPROVE AN AMENDMENT OF THE COMPANY'S RESTATED CERTIFICATE OF INCORPORATION TO INCREASE THE NUMBER OF AUTHORIZED SHARES OF COMMON STOCK FROM 640 MILLION TO 1.28 BILLION.	Mgmt	For	For
4.	TO APPROVE, BY NON-BINDING VOTE, THE COMPENSATION OF THE COMPANY'S NAMED EXECUTIVE OFFICERS.	Mgmt	For	For
5.	TO RECOMMEND, BY NON-BINDING VOTE, THE FREQUENCY OF HOLDING ADVISORY VOTES ON THE COMPENSATION OF THE COMPANY'S NAMED EXECUTIVE OFFICERS.	Mgmt	1 Year	For

## **EXXON MOBIL CORPORATION**

Security: 30231G102 Agenda Number: 934588673
Ticker: XOM Meeting Type: Annual

ISIN: US30231G1022 Meeting Date: 5/31/2017

Prop. #	Propo	sal	Proposed by	Proposal Vote	For/Against Management's Recommendation
4	DIRECTO				
1.	1	SUSAN K. AVERY	Mgmt	For	For
	2	MICHAEL J. BOSKIN	Mgmt	For	For
	3	ANGELA F. BRALY	Mgmt	For	For
	4	URSULA M. BURNS	Mgmt	For	For
	5	HENRIETTA H. FORE	Mgmt	For	For
	6	KENNETH C. FRAZIER	Mgmt	For	For
	7	DOUGLAS R. OBERHELMAN	Mgmt	For	For
	8	SAMUEL J. PALMISANO	Mgmt	For	For
	9	STEVEN S REINEMUND	Mgmt	For	For
	10	WILLIAM C. WELDON	Mgmt	For	For
	11	DARREN W. WOODS	Mgmt	For	For
2.		ATION OF INDEPENDENT RS (PAGE 24)	Mgmt	For	For
3.		RY VOTE TO APPROVE IVE COMPENSATION (PAGE 25)	Mgmt	For	For
4.		NCY OF ADVISORY VOTE ON IVE COMPENSATION (PAGE 25)	Mgmt	1 Year	For
5.	INDEPE	NDENT CHAIRMAN (PAGE 53)	Shr	Against	For
6.	MAJORI <sup>-</sup> 54)	TY VOTE FOR DIRECTORS (PAGE	Shr	Against	For
7.	SPECIAL (PAGE 5	. SHAREHOLDER MEETINGS 5)	Shr	Against	For
8.	RESTRIC (PAGE 5	CT PRECATORY PROPOSALS 6)	Shr	Against	For
9.		ON COMPENSATION FOR (PAGE 57)	Shr	Against	For
10.	REPORT	ON LOBBYING (PAGE 59)	Shr	Against	For
11.		SE CAPITAL DISTRIBUTIONS IN INVESTMENT (PAGE 60)	Shr	Against	For

12.	REPORT ON IMPACTS OF CLIMATE CHANGE POLICIES (PAGE 62)	Shr	Against	For
13.	REPORT ON METHANE EMISSIONS (PAGE 64)	Shr	Against	For

#### **HALLIBURTON COMPANY**

**Security:** 406216101 Ticker: HAL

ISIN: US4062161017

**Meeting Date:** 5/17/2017

Agenda Number: 934568304

Meeting Type: Annual

ISIN: US4062161017		Meeting Date: 5/17/2017			
Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation	
1A.	ELECTION OF DIRECTOR: ABDULAZIZ F. AL KHAYYAL	Mgmt	For	For	
1B.	ELECTION OF DIRECTOR: WILLIAM E. ALBRECHT	Mgmt	For	For	
1C.	ELECTION OF DIRECTOR: ALAN M. BENNETT	Mgmt	For	For	
1D.	ELECTION OF DIRECTOR: JAMES R. BOYD	Mgmt	For	For	
1E.	ELECTION OF DIRECTOR: MILTON CARROLL	Mgmt	For	For	
1F.	ELECTION OF DIRECTOR: NANCE K. DICCIANI	Mgmt	For	For	
1G.	ELECTION OF DIRECTOR: MURRY S. GERBER	Mgmt	For	For	
1H.	ELECTION OF DIRECTOR: JOSE C. GRUBISICH	Mgmt	For	For	
11.	ELECTION OF DIRECTOR: DAVID J. LESAR	Mgmt	For	For	
1J.	ELECTION OF DIRECTOR: ROBERT A. MALONE	Mgmt	For	For	
1K.	ELECTION OF DIRECTOR: J. LANDIS MARTIN	Mgmt	For	For	
1L.	ELECTION OF DIRECTOR: JEFFREY A. MILLER	Mgmt	For	For	
1M.	ELECTION OF DIRECTOR: DEBRA L. REED	Mgmt	For	For	
2.	RATIFICATION OF THE SELECTION OF AUDITORS.	Mgmt	For	For	
3.	ADVISORY APPROVAL OF EXECUTIVE COMPENSATION.	Mgmt	For	For	
4.	PROPOSAL FOR ADVISORY VOTE ON THE FREQUENCY OF FUTURE ADVISORY VOTES ON EXECUTIVE COMPENSATION.	Mgmt	1 Year	For	

Mgmt

INCENTIVE PLAN.

# **HESS CORPORATION**

5.

Security: 42809H107
Ticker: HES

ISIN: US42809H1077

Agenda Number: 934610139

Meeting Type: Annual
Meeting Date: 6/7/2017

	1011. 0042000111011		meeting bate. 6/7/2017			
Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation		
1A.	ELECTION OF DIRECTOR: R.F. CHASE	Mgmt	For	For		
1B.	ELECTION OF DIRECTOR: T.J. CHECKI	Mgmt	For	For		
1C.	ELECTION OF DIRECTOR: L.S. COLEMAN, JR.	Mgmt	For	For		
1D.	ELECTION OF DIRECTOR: J.B. HESS	Mgmt	For	For		
1E.	ELECTION OF DIRECTOR: E.E. HOLIDAY	Mgmt	For	For		
1F.	ELECTION OF DIRECTOR: R. LAVIZZO- MOUREY	Mgmt	For	For		
1G.	ELECTION OF DIRECTOR: M.S. LIPSCHULTZ	Mgmt	For	For		
1H.	ELECTION OF DIRECTOR: D. MCMANUS	Mgmt	For	For		
11.	ELECTION OF DIRECTOR: K.O. MEYERS	Mgmt	For	For		
1J.	ELECTION OF DIRECTOR: J.H. QUIGLEY	Mgmt	For	For		
1K.	ELECTION OF DIRECTOR: F.G. REYNOLDS	Mgmt	For	For		
1L.	ELECTION OF DIRECTOR: W.G. SCHRADER	Mgmt	For	For		
2.	ADVISORY APPROVAL OF THE COMPENSATION OF OUR NAMED EXECUTIVE OFFICERS.	Mgmt	For	For		
3.	ADVISORY VOTE ON THE FREQUENCY OF VOTING ON EXECUTIVE COMPENSATION.	Mgmt	1 Year	For		
4.	RATIFICATION OF THE SELECTION OF ERNST & YOUNG LLP AS INDEPENDENT AUDITORS FOR FISCAL YEAR ENDING DECEMBER 31, 2017.	Mgmt	For	For		
5.	APPROVAL OF THE 2017 LONG TERM INCENTIVE PLAN.	Mgmt	For	For		

# KINDER MORGAN, INC.

Security: 49456B101
Agenda Number: 934558884
Ticker: KMI
ISIN: US49456B1017
Agenda Number: 934558884
Meeting Type: Annual
Meeting Date: 5/10/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	ELECTION OF DIRECTOR: RICHARD D. KINDER	Mgmt	For	For
1B.	ELECTION OF DIRECTOR: STEVEN J. KEAN	Mgmt	For	For
1C.	ELECTION OF DIRECTOR: KIMBERLY A. DANG	Mgmt	For	For
1D.	ELECTION OF DIRECTOR: TED A. GARDNER	Mgmt	For	For
1E.	ELECTION OF DIRECTOR: ANTHONY W. HALL, JR.	Mgmt	For	For
1F.	ELECTION OF DIRECTOR: GARY L. HULTQUIST	Mgmt	For	For
1G.	ELECTION OF DIRECTOR: RONALD L. KUEHN, JR.	Mgmt	For	For
1H.	ELECTION OF DIRECTOR: DEBORAH A. MACDONALD	Mgmt	For	For
11.	ELECTION OF DIRECTOR: MICHAEL C. MORGAN	Mgmt	For	For
1J.	ELECTION OF DIRECTOR: ARTHUR C. REICHSTETTER	Mgmt	For	For
1K.	ELECTION OF DIRECTOR: FAYEZ SAROFIM	Mgmt	For	For
1L.	ELECTION OF DIRECTOR: C. PARK SHAPER	Mgmt	For	For
1M.	ELECTION OF DIRECTOR: WILLIAM A. SMITH	Mgmt	For	For
1N.	ELECTION OF DIRECTOR: JOEL V. STAFF	Mgmt	For	For
10.	ELECTION OF DIRECTOR: ROBERT F. VAGT	Mgmt	For	For
1P.	ELECTION OF DIRECTOR: PERRY M. WAUGHTAL	Mgmt	For	For

2.	RATIFICATION OF THE SELECTION OF PRICEWATERHOUSECOOPERS LLP AS OUR INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM FOR 2017	Mgmt	For	For
3.	STOCKHOLDER PROPOSAL RELATING TO A PROXY ACCESS BYLAW	Shr	Against	For
4.	STOCKHOLDER PROPOSAL RELATING TO A REPORT ON METHANE EMISSIONS	Shr	Against	For
5.	STOCKHOLDER PROPOSAL RELATING TO AN ANNUAL SUSTAINABILITY REPORT	Shr	Against	For
6.	STOCKHOLDER PROPOSAL RELATING TO AN ASSESSMENT OF THE MEDIUM- AND LONG-TERM PORTFOLIO IMPACTS OF TECHNOLOGICAL ADVANCES AND GLOBAL CLIMATE CHANGE POLICIES	Shr	Against	For

#### OCCIDENTAL PETROLEUM CORPORATION

 Security: 674599105
 Agenda Number: 934559331

 Ticker: OXY
 Meeting Type: Annual

 ISIN: US6745991058
 Meeting Date: 5/12/2017

**Proposal** Proposed by For/Against Management's Prop. # **Proposal Vote** Recommendation **ELECTION OF DIRECTOR: SPENCER** Mgmt For 1A. For ABRAHAM ELECTION OF DIRECTOR: HOWARD I. 1B. Mgmt For For **ATKINS** 1C. ELECTION OF DIRECTOR: EUGENE L. Mgmt For For BATCHELDER 1D. ELECTION OF DIRECTOR: JOHN E. FEICK For Mgmt For ELECTION OF DIRECTOR: MARGARET M. 1E. Mgmt For For **FORAN** ELECTION OF DIRECTOR: CARLOS M. 1F. Mgmt For For **GUTIERREZ ELECTION OF DIRECTOR: VICKI HOLLUB** 1G. Mgmt For For 1H. ELECTION OF DIRECTOR: WILLIAM R. Mgmt For For **KLESSE** 11. ELECTION OF DIRECTOR: JACK B. For For Mgmt MOORE ELECTION OF DIRECTOR: AVEDICK B. 1J. Mgmt For For POLADIAN ELECTION OF DIRECTOR: ELISSE B. 1K. Mgmt For For WALTER ADVISORY VOTE APPROVING EXECUTIVE 2. Mgmt For For COMPENSATION

3.	ADVISORY VOTE ON THE FREQUENCY OF FUTURE ADVISORY VOTES APPROVING EXECUTIVE COMPENSATION	Mgmt	1 Year	For
4.	RATIFICATION OF SELECTION OF KPMG LLP AS INDEPENDENT AUDITORS	Mgmt	For	For
5.	CLIMATE CHANGE ASSESSMENT REPORT	Shr	Against	For
6.	LOWER THRESHOLD TO CALL SPECIAL SHAREOWNER MEETINGS	Shr	Against	For
7.	METHANE EMISSIONS AND FLARING TARGETS	Shr	Against	For
8.	POLITICAL CONTRIBUTIONS AND EXPENDITURES REPORT	Shr	Against	For

## PHILLIPS 66

**ROYAL DUTCH SHELL PLC** 

**Security:** 718546104 Agenda Number: 934545661 Ticker: PSX Meeting Type: Annual ISIN: US7185461040 Meeting Date: 5/3/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	ELECTION OF DIRECTOR: WILLIAM R. LOOMIS, JR.	Mgmt	For	For
1B.	ELECTION OF DIRECTOR: GLENN F. TILTON	Mgmt	For	For
1C.	ELECTION OF DIRECTOR: MARNA C. WHITTINGTON	Mgmt	For	For
2.	TO RATIFY THE APPOINTMENT OF ERNST & YOUNG LLP AS THE COMPANY'S INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM FOR FISCAL YEAR 2017.	Mgmt	For	For
3.	TO CONSIDER AND VOTE ON A PROPOSAL TO APPROVE, ON AN ADVISORY (NON-BINDING) BASIS, THE COMPENSATION OF OUR NAMED EXECUTIVE OFFICERS.	Mgmt	For	For

Security: 780259206	Agenda Number: 934604580
Ticker: RDSA	Meeting Type: Annual

al ISIN: US7802592060 **Meeting Date:** 5/23/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1.	RECEIPT OF ANNUAL REPORT & ACCOUNTS	Mgmt	No vote	
2.	APPROVAL OF DIRECTORS' REMUNERATION POLICY	Mgmt	No vote	

3.	APPROVAL OF DIRECTORS' REMUNERATION REPORT	Mgmt	No vote
4.	APPOINTMENT OF CATHERINE HUGHES AS A DIRECTOR OF THE COMPANY	Mgmt	No vote
5.	APPOINTMENT OF ROBERTO SETUBAL AS A DIRECTOR OF THE COMPANY	Mgmt	No vote
6.	REAPPOINTMENT AS A DIRECTOR OF THE COMPANY: BEN VAN BEURDEN	Mgmt	No vote
7.	REAPPOINTMENT AS A DIRECTOR OF THE COMPANY: GUY ELLIOTT	Mgmt	No vote
8.	REAPPOINTMENT AS A DIRECTOR OF THE COMPANY: EULEEN GOH	Mgmt	No vote
9.	REAPPOINTMENT AS A DIRECTOR OF THE COMPANY: CHARLES O. HOLLIDAY	Mgmt	No vote
10.	REAPPOINTMENT AS A DIRECTOR OF THE COMPANY: GERARD KLEISTERLEE	Mgmt	No vote
11.	REAPPOINTMENT AS A DIRECTOR OF THE COMPANY: SIR NIGEL SHEINWALD	Mgmt	No vote
12.	REAPPOINTMENT AS A DIRECTOR OF THE COMPANY: LINDA G. STUNTZ	Mgmt	No vote
13.	REAPPOINTMENT AS A DIRECTOR OF THE COMPANY: JESSICA UHL	Mgmt	No vote
14.	REAPPOINTMENT AS A DIRECTOR OF THE COMPANY: HANS WIJERS	Mgmt	No vote
15.	REAPPOINTMENT AS A DIRECTOR OF THE COMPANY: GERRIT ZALM	Mgmt	No vote
16.	REAPPOINTMENT OF AUDITOR	Mgmt	No vote
17.	REMUNERATION OF AUDITOR	Mgmt	No vote
18.	AUTHORITY TO ALLOT SHARES	Mgmt	No vote
19.	DISAPPLICATION OF PRE-EMPTION RIGHTS	Mgmt	No vote
20.	AUTHORITY TO PURCHASE OWN SHARES	Mgmt	No vote
21.	SHAREHOLDER RESOLUTION	Shr	No vote

# SCHLUMBERGER LIMITED (SCHLUMBERGER N.V.)

Security: 806857108
Ticker: SLB

**ISIN:** AN8068571086

Agenda Number: 934533705

Meeting Type: Annual

Meeting Date: 4/5/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	ELECTION OF DIRECTOR: PETER L.S. CURRIE	Mgmt	For	For
1B.	ELECTION OF DIRECTOR: MIGUEL M. GALUCCIO	Mgmt	For	For
1C.	ELECTION OF DIRECTOR: V. MAUREEN KEMPSTON DARKES	Mgmt	For	For
1D.	ELECTION OF DIRECTOR: PAAL KIBSGAARD	Mgmt	For	For
1E.	ELECTION OF DIRECTOR: NIKOLAY KUDRYAVTSEV	Mgmt	For	For
1F.	ELECTION OF DIRECTOR: HELGE LUND	Mgmt	For	For
1G.	ELECTION OF DIRECTOR: MICHAEL E. MARKS	Mgmt	For	For
1H.	ELECTION OF DIRECTOR: INDRA K. NOOYI	Mgmt	For	For
11.	ELECTION OF DIRECTOR: LUBNA S. OLAYAN	Mgmt	For	For
1J.	ELECTION OF DIRECTOR: LEO RAFAEL REIF	Mgmt	For	For
1K.	ELECTION OF DIRECTOR: TORE I. SANDVOLD	Mgmt	For	For
1L.	ELECTION OF DIRECTOR: HENRI SEYDOUX	Mgmt	For	For
2.	TO APPROVE, ON AN ADVISORY BASIS, THE COMPANY'S EXECUTIVE COMPENSATION.	Mgmt	For	For
3.	TO CONDUCT AN ADVISORY VOTE ON THE FREQUENCY OF FUTURE ADVISORY VOTES ON EXECUTIVE COMPENSATION.	Mgmt	1 Year	For
4.	TO APPROVE THE COMPANY'S 2016 FINANCIAL STATEMENTS AND THE BOARD'S 2016 DECLARATIONS OF DIVIDENDS.	Mgmt	For	For
5.	TO APPROVE THE APPOINTMENT OF PRICEWATERHOUSECOOPERS LLP AS THE COMPANY'S INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM FOR 2017.	Mgmt	For	For
6.	TO APPROVE THE ADOPTION OF THE 2017 SCHLUMBERGER OMNIBUS STOCK INCENTIVE PLAN.	Mgmt	For	For
7.	TO APPROVE AN AMENDMENT AND RESTATEMENT OF THE SCHLUMBERGER DISCOUNTED STOCK PURCHASE PLAN.	Mgmt	For	For

# SPECTRA ENERGY CORP

**Security:** 847560109

Ticker: SE

ISIN: US8475601097

Agenda Number: 934503776

Meeting Type: Special

**Meeting Date:** 12/15/2016

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1.	TO CONSIDER AND VOTE ON A PROPOSAL (WHICH WE REFER TO AS THE "MERGER PROPOSAL") TO ADOPT THE AGREEMENT AND PLAN OF MERGER, DATED AS OF SEPTEMBER 5, 2016 (WHICH, AS MAY BE AMENDED, WE REFER TO AS THE "MERGER AGREEMENT"), AMONG SPECTRA ENERGY, ENBRIDGE INC., A CANADIAN CORPORATION (WHICH WE REFER TO AS "ENBRIDGE"), AND SAND MERGER SUB, INC., A DELAWARE CORPORATION AND A DIRECT WHOLLY OWNED SUBSIDIARY OF ENBRIDGE (WHICH WE REFER TO AS "MERGER SUB"), PURSUANT TO WHICH, AMONG OTHER(DUE TO SPACE LIMITS, SEE PROXY STATEMENT FOR FULL PROPOSAL).	Mgmt	For	For
2.	TO CONSIDER AND VOTE ON A PROPOSAL (WHICH WE REFER TO AS THE "ADVISORY COMPENSATION PROPOSAL") TO APPROVE, ON AN ADVISORY (NON-BINDING) BASIS, CERTAIN SPECIFIED COMPENSATION THAT WILL OR MAY BE PAID BY SPECTRA ENERGY TO ITS NAMED EXECUTIVE OFFICERS THAT IS BASED ON OR OTHERWISE RELATES TO THE MERGER.	Mgmt	For	For

# TOTAL S.A.

Security: 89151E109
Ticker: TOT

ISIN: US89151E1091

Agenda Number: 934616080

Meeting Type: Annual

Meeting Date: 5/26/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1.	APPROVAL OF THE COMPANY'S FINANCIAL STATEMENTS FOR THE FISCAL YEAR ENDED ON DECEMBER 31, 2016	Mgmt	For	For
2.	APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE FISCAL YEAR ENDED ON DECEMBER 31, 2016	Mgmt	For	For
3.	ALLOCATION OF EARNINGS, DECLARATION OF DIVIDEND AND OPTION FOR THE PAYMENT OF THE REMAINING DIVIDEND FOR THE 2016 FISCAL YEAR IN SHARES	Mgmt	For	For
4.	OPTION FOR THE PAYMENT OF INTERIM DIVIDENDS FOR THE 2017 FISCAL YEAR IN SHARES - DELEGATION OF POWERS TO THE BOARD OF DIRECTORS	Mgmt	For	For
5.	AUTHORIZATION FOR THE BOARD OF DIRECTORS TO TRADE IN SHARES OF THE COMPANY	Mgmt	For	For

6.	RENEWAL OF THE APPOINTMENT OF MS. PATRICIA BARBIZET AS A DIRECTOR	Mgmt	For	For
7.	RENEWAL OF THE APPOINTMENT OF MS. MARIE-CHRISTINE COISNE-ROQUETTE AS A DIRECTOR	Mgmt	For	For
8.	APPOINTMENT OF MR. MARK CUTIFANI AS A DIRECTOR	Mgmt	For	For
9.	APPOINTMENT OF MR. CARLOS TAVARES AS A DIRECTOR	Mgmt	For	For
10.	AGREEMENTS COVERED BY ARTICLE L. 225-38 AND SEQ. OF THE FRENCH COMMERCIAL CODE	Mgmt	For	For
11.	OPINION ON THE ELEMENTS OF COMPENSATION DUE OR GRANTED FOR THE FISCAL YEAR ENDED DECEMBER 31, 2016 TO THE CHAIRMAN AND CHIEF EXECUTIVE OFFICER	Mgmt	For	For
12.	APPROVAL OF THE PRINCIPLES AND CRITERIA FOR THE DETERMINATION, BREAKDOWN AND ALLOCATION OF THE FIXED, VARIABLE AND EXTRAORDINARY COMPONENTS OF THE TOTAL COMPENSATION (INCLUDING IN-KIND BENEFITS) ATTRIBUTABLE TO THE CHAIRMAN AND CHIEF EXECUTIVE OFFICER	Mgmt	For	For
13.	AUTHORIZATION FOR THE BOARD OF DIRECTORS TO REDUCE CAPITAL BY CANCELING SHARES	Mgmt	For	For

# **Proxy Voting Report: Canadian Securities**

# VALERO ENERGY CORPORATION

Security: 91913Y100
Ticker: VLO

ISIN: US91913Y1001

Agenda Number: 934543528

Meeting Type: Annual

Meeting Date: 5/3/2017

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	ELECTION OF DIRECTOR: H. PAULETT EBERHART	Mgmt	For	For
1B.	ELECTION OF DIRECTOR: JOSEPH W. GORDER	Mgmt	For	For
1C.	ELECTION OF DIRECTOR: KIMBERLY S. GREENE	Mgmt	For	For
1D.	ELECTION OF DIRECTOR: DEBORAH P. MAJORAS	Mgmt	For	For
1E.	ELECTION OF DIRECTOR: DONALD L. NICKLES	Mgmt	For	For
1F.	ELECTION OF DIRECTOR: PHILIP J. PFEIFFER	Mgmt	For	For
1G.	ELECTION OF DIRECTOR: ROBERT A. PROFUSEK	Mgmt	For	For

1H.	ELECTION OF DIRECTOR: SUSAN KAUFMAN PURCELL	Mgmt	For	For
11.	ELECTION OF DIRECTOR: STEPHEN M. WATERS	Mgmt	For	For
1J.	ELECTION OF DIRECTOR: RANDALL J. WEISENBURGER	Mgmt	For	For
1K.	ELECTION OF DIRECTOR: RAYFORD WILKINS, JR.	Mgmt	For	For
2.	RATIFY THE APPOINTMENT OF KPMG LLP AS VALERO ENERGY'S INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM FOR 2017.	Mgmt	For	For
3.	APPROVE, BY NON-BINDING VOTE, THE 2016 COMPENSATION OF OUR NAMED EXECUTIVE OFFICERS.	Mgmt	For	For
4.	ADVISORY VOTE TO RECOMMEND THE FREQUENCY OF STOCKHOLDER VOTES ON EXECUTIVE COMPENSATION.	Mgmt	1 Year	For

# **Proxy Voting Report: Canadian Securities**

## CANADIAN NATURAL RESOURCES LIMITED

Security:136385952Agenda Number:934552274Ticker:CNQMeeting Type:AnnualMeeting Date:5/4/2017

				Meeting Date. 3/4/2017			
Prop. #		Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation		
01	DIRECTO	OR					
	1	CATHERINE M. BEST	Mgmt	For	For		
	2	N. MURRAY EDWARDS	Mgmt	For	For		
	3	TIMOTHY W. FAITHFULL	Mgmt	For	For		
	4	HON. GARY A. FILMON	Mgmt	For	For		
	5	CHRISTOPHER L. FONG	Mgmt	For	For		
	6	AMB. GORDON D. GIFFIN	Mgmt	For	For		
	7	WILFRED A. GOBERT	Mgmt	For	For		
	8	STEVE W. LAUT	Mgmt	For	For		
	9	HON. FRANK J. MCKENNA	Mgmt	For	For		
	10	DAVID A. TUER	Mgmt	For	For		
	11	ANNETTE M. VERSCHUREN	Mgmt	For	For		
02	THE APPOINTMENT OF PRICEWATERHOUSECOOPERS LLP, CHARTERED ACCOUNTANTS, CALGARY, ALBERTA, AS AUDITORS OF THE CORPORATION FOR THE ENSUING YEAR AND THE AUTHORIZATION OF THE AUDIT COMMITTEE OF THE BOARD OF DIRECTORS OF THE CORPORATION TO FIX THEIR REMUNERATION.		Mgmt	For	For		
03	CORPOF EXECUT FORTH I	ADVISORY BASIS, ACCEPTING THE RATION'S APPROACH TO IVE COMPENSATION AS SET IN THE ACCOMPANYING ATION CIRCULAR.	Mgmt	For	For		

## TRANSCANADA CORPORATION

Security: 89353D958 Ticker: TRP Agenda Number: 934560384 Meeting Type: Annual Meeting Date: 5/5/2017

				mouning Date: or or = 0 · ·		
Prop. #		Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation	
01	DIRECT	OR				
	1	KEVIN E. BENSON	Mgmt	For	For	
	2	DEREK H. BURNEY	Mgmt	For	For	
	3	STÉPHAN CRÉTIER	Mgmt	For	For	
	4	RUSSELL K. GIRLING	Mgmt	For	For	
	5	S. BARRY JACKSON	Mgmt	For	For	
	6	JOHN E. LOWE	Mgmt	For	For	
	7	PAULA ROSPUT REYNOLDS	Mgmt	For	For	
	8	MARY PAT SALOMONE	Mgmt	For	For	
	9	INDIRA V. SAMARASEKERA	Mgmt	For	For	
	10	D. MICHAEL G. STEWART	Mgmt	For	For	
	11	SIIM A. VANASELJA	Mgmt	For	For	
	12	RICHARD E. WAUGH	Mgmt	For	For	
02	RESOLUTION TO APPOINT KPMG LLP, CHARTERED PROFESSIONAL ACCOUNTANTS AS AUDITORS AND AUTHORIZE THE DIRECTORS TO FIX THEIR REMUNERATION.		Mgmt	For	For	
03	RESOLUTION TO ACCEPT TRANSCANADA'S APPROACH TO EXECUTIVE COMPENSATION, AS DESCRIBED IN THE MANAGEMENT INFORMATION CIRCULAR.		Mgmt	For	For	
03	TRANS( EXECU DESCR	UTION TO ACCEPT CANADA'S APPROACH TO TIVE COMPENSATION, AS IBED IN THE MANAGEMENT MATION CIRCULAR.	Mgmt	For	For	