Harvest US Bank Leaders Income ETF

HUBL HUBL.U

Meeting Date Range: 01-Jul-2018 - 30-Jun-2019

Proxy Voting Report

BANK OF AMERICA CORPORATION

 Security:
 060505104
 Agenda Number:
 934942360

 Ticker:
 BAC
 Meeting Type:
 Annual

 ISIN:
 US0605051046
 Meeting Date:
 4/24/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1a.	Election of Director: Sharon L. Allen	Mgmt	For	For
1b.	Election of Director: Susan S. Bies	Mgmt	For	For
1c.	Election of Director: Jack O. Bovender, Jr.	Mgmt	For	For
1d.	Election of Director: Frank P. Bramble, Sr.	Mgmt	For	For
1e.	Election of Director: Pierre J.P. de Weck	Mgmt	For	For
1f.	Election of Director: Arnold W. Donald	Mgmt	For	For
1g.	Election of Director: Linda P. Hudson	Mgmt	For	For
1h.	Election of Director: Monica C. Lozano	Mgmt	For	For
1i.	Election of Director: Thomas J. May	Mgmt	For	For
1j.	Election of Director: Brian T. Moynihan	Mgmt	For	For
1k.	Election of Director: Lionel L. Nowell III	Mgmt	For	For
11.	Election of Director: Clayton S. Rose	Mgmt	For	For
1m.	Election of Director: Michael D. White	Mgmt	For	For
1n.	Election of Director: Thomas D. Woods	Mgmt	For	For
10.	Election of Director: R. David Yost	Mgmt	For	For
1p.	Election of Director: Maria T. Zuber	Mgmt	For	For
2.	Approving Our Executive Compensation (an Advisory, Non- binding "Say on Pay" Resolution)	Mgmt	For	For
3.	Ratifying the Appointment of Our Independent Registered Public Accounting Firm for 2019.	Mgmt	For	For
4.	Amending the Bank of America Corporation Key Employee Equity Plan.	Mgmt	For	For
5.	Report Concerning Gender Pay Equity.	Shr	Against	For
6.	Right to Act by Written Consent.	Shr	Against	For
7.	Enhance Shareholder Proxy Access.	Shr	Against	For

BB&T CORPORATION

 Security:
 054937107
 Agenda Number:
 934935769

 Ticker:
 BBT
 Meeting Type:
 Annual

 ISIN:
 US0549371070
 Meeting Date:
 4/30/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1a.	Election of Director: Jennifer S. Banner	Mgmt	For	For
1b.	Election of Director: K. David Boyer, Jr.	Mgmt	For	For
1c.	Election of Director: Anna R. Cablik	Mgmt	For	For
1d.	Election of Director: Patrick C. Graney III	Mgmt	For	For
1e.	Election of Director: I. Patricia Henry	Mgmt	For	For
1f.	Election of Director: Kelly S. King	Mgmt	For	For
1g.	Election of Director: Louis B. Lynn, Ph.D.	Mgmt	For	For
1h.	Election of Director: Easter A. Maynard	Mgmt	For	For
1i.	Election of Director: Charles A. Patton	Mgmt	For	For
1j.	Election of Director: Nido R. Qubein	Mgmt	For	For
1k.	Election of Director: William J. Reuter	Mgmt	For	For
1I.	Election of Director: Tollie W. Rich, Jr.	Mgmt	For	For
1m.	Election of Director: Christine Sears	Mgmt	For	For
1n.	Election of Director: Thomas E. Skains	Mgmt	For	For
10.	Election of Director: Thomas N. Thompson	Mgmt	For	For

2. Ratification of the appointment of BB&T's independent registered public accounting firm for 2019.

3. An advisory vote to approve BB&T's executive compensation program.

Mgmt For For For

CITIGROUP INC.

Security: 172967424

Ticker: C

ISIN: US1729674242

Agenda Number: 934935808 Meeting Type: Annual

Meeting Date: 4/16/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation			
1a.	Election of Director: Michael L. Corbat	Mgmt	For	For			
1b.	Election of Director: Ellen M. Costello	Mgmt	For	For			
1c.	Election of Director: Barbara J. Desoer	Mgmt	For	For			
1d.	Election of Director: John C. Dugan	Mgmt	For	For			
1e.	Election of Director: Duncan P. Hennes	Mgmt	For	For			
1f.	Election of Director: Peter B. Henry	Mgmt	For	For			
1g.	Election of Director: S. Leslie Ireland	Mgmt	For	For			
1h.	Election of Director: Lew W. (Jay) Jacobs, IV	Mgmt	For	For			
1i.	Election of Director: Renee J. James	Mgmt	For	For			
1j.	Election of Director: Eugene M. McQuade	Mgmt	For	For			
1k.	Election of Director: Gary M. Reiner	Mgmt	For	For			
11.	Election of Director: Diana L. Taylor	Mgmt	For	For			
1m.	Election of Director: James S. Turley	Mgmt	For	For			
1n.	Election of Director: Deborah C. Wright	Mgmt	For	For			
10.	Election of Director: Ernesto Zedillo Ponce de Leon	Mgmt	For	For			
2.	Proposal to ratify the selection of KPMG LLP as Citi's independent registered public accounting firm for 2019.	Mgmt	For	For			
3.	Advisory vote to approve Citi's 2018 executive compensation.	Mgmt	For	For			
4.	Approval of the Citigroup 2019 Stock Incentive Plan.	Mgmt	For	For			
5.	Shareholder proposal requesting Shareholder Proxy Access Enhancement to Citi's proxy access bylaw provisions.	Shr	Against	For			
6.	Shareholder proposal requesting that the Board adopt a policy prohibiting the vesting of equity-based awards for senior executives due to a voluntary resignation to enter government service.	Shr	Against	For			
7.	Shareholder proposal requesting that the Board amend Citi's bylaws to give holders in the aggregate of 15% of Citi's outstanding common stock the power to call a special meeting.	Shr	Against	For			
COME	RICA INCORPORATED	COMERICA INCORPORATED					

COMERICA INCORPORATED

Security: 200340107 **Ticker:** CMA **ISIN:** US2003401070 Agenda Number: 934938056
Meeting Type: Annual
Meeting Date: 4/23/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1a.	Election of Director: Ralph W. Babb, Jr.	Mgmt	For	For
1b.	Election of Director: Michael E. Collins	Mgmt	For	For
1c.	Election of Director: Roger A. Cregg	Mgmt	For	For
1d.	Election of Director: T. Kevin DeNicola	Mgmt	For	For
1e.	Election of Director: Curtis C. Farmer	Mgmt	For	For
1f.	Election of Director: Jacqueline P. Kane	Mgmt	For	For
1g.	Election of Director: Richard G. Lindner	Mgmt	For	For
1h.	Election of Director: Barbara R. Smith	Mgmt	For	For
1i.	Election of Director: Robert S. Taubman	Mgmt	For	For

1j.	Election of Director: Reginald M. Turner, Jr.	Mgmt	For	For
1k.	Election of Director: Nina G. Vaca	Mgmt	For	For
11.	Election of Director: Michael G. Van de Ven	Mgmt	For	For
2.	Ratification of the Appointment of Ernst & Young LLP as Independent Registered Public Accounting Firm	Mgmt	For	For
3.	Approval of a Non-Binding, Advisory Proposal Approving Executive Compensation	Mgmt	For	For

FIFTH THIRD BANCORP

 Security:
 316773100
 Agenda Number:
 934936014

 Ticker:
 FITB
 Meeting Type:
 Annual

 ISIN:
 US3167731005
 Meeting Date:
 4/16/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A	Election of Director: Nicholas K. Akins	Mgmt	For	For
1B	Election of Director: B. Evan Bayh, III	Mgmt	For	For
1C	Election of Director: Jorge L. Benitez	Mgmt	For	For
1D	Election of Director: Katherine B. Blackburn	Mgmt	For	For
1E	Election of Director: Emerson L. Brumback	Mgmt	For	For
1F	Election of Director: Jerry W. Burris	Mgmt	For	For
1G	Election of Director: Greg D. Carmichael	Mgmt	For	For
1H	Election of Director: C. Bryan Daniels	Mgmt	For	For
11	Election of Director: Thomas H. Harvey	Mgmt	For	For
1J	Election of Director: Gary R. Heminger	Mgmt	For	For
1K	Election of Director: Jewell D. Hoover	Mgmt	For	For
1L	Election of Director: Eileen A. Mallesch	Mgmt	For	For
1M	Election of Director: Michael B. McCallister	Mgmt	For	For
1N	Election of Director: Marsha C. Williams	Mgmt	For	For
2	Approval of the appointment of the firm of Deloitte & Touche LLP to serve as the independent external audit firm for the Company for the year 2019	Mgmt	For	For
3	An advisory approval of the Company's executive compensation	Mgmt	For	For
4	An advisory vote to determine whether the shareholder vote on the compensation of the Company's executives will occur every 1, 2, or 3 years	Mgmt	1 Year	For
5	Approval of the Fifth Third Bancorp 2019 Incentive Compensation Plan Including the Issuance of Shares of Common Stock Authorized Thereunder	Mgmt	For	For
6	Approval of an Amendment to the Company's Articles of Incorporation to Authorize a New Class of Preferred Stock	Mgmt	For	For

HUNTINGTON BANCSHARES INCORPORATED

 Security:
 446150104
 Agenda Number:
 934937016

 Ticker:
 HBAN
 Meeting Type:
 Annual

 ISIN:
 US4461501045
 Meeting Date:
 4/18/2019

Prop. #	Prop	osal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1.	DIREC	TOR			
	1	Lizabeth Ardisana	Mgmt	For	For
	2	Ann B. Crane	Mgmt	For	For
	3	Robert S. Cubbin	Mgmt	For	For
	4	Steven G. Elliott	Mgmt	For	For
	5	Gina D. France	Mgmt	For	For
	6	J Michael Hochschwender	Mgmt	For	For
	7	John C. Inglis	Mgmt	For	For
	8	Peter J. Kight	Mgmt	For	For
	9	Katherine M. A. Kline	Mgmt	For	For

	10	Richard W. Neu	Mgmt	For	For
	11	David L. Porteous	Mgmt	For	For
	12	Kathleen H. Ransier	Mgmt	For	For
	13	Stephen D. Steinour	Mgmt	For	For
2.	Pricew	ation of the appointment of raterhouseCoopers LLP as the endent registered public accounting firm 9.	Mgmt	For	For
3.	bindin	ry resolution to approve, on a non- g basis, the compensation of executives closed in the accompanying proxy lent	Mgmt	For	For

JPMORGAN CHASE & CO.

 Security:
 46625H100
 Agenda Number:
 934979088

 Ticker:
 JPM
 Meeting Type:
 Annual

 ISIN:
 US46625H1005
 Meeting Date:
 5/21/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1a.	Election of Director: Linda B. Bammann	Mgmt	For	For
1b.	Election of Director: James A. Bell	Mgmt	For	For
1c.	Election of Director: Stephen B. Burke	Mgmt	For	For
1d.	Election of Director: Todd A. Combs	Mgmt	For	For
1e.	Election of Director: James S. Crown	Mgmt	For	For
1f.	Election of Director: James Dimon	Mgmt	For	For
1g.	Election of Director: Timothy P. Flynn	Mgmt	For	For
1h.	Election of Director: Mellody Hobson	Mgmt	For	For
1i.	Election of Director: Laban P. Jackson, Jr.	Mgmt	For	For
1j.	Election of Director: Michael A. Neal	Mgmt	For	For
1k.	Election of Director: Lee R. Raymond	Mgmt	For	For
2.	Advisory resolution to approve executive compensation	Mgmt	For	For
3.	Ratification of independent registered public accounting firm	Mgmt	For	For
4.	Gender pay equity report	Shr	Against	For
5.	Enhance shareholder proxy access	Shr	Against	For
6.	Cumulative voting	Shr	Against	For

KEYCORP

 Security:
 493267108
 Agenda Number:
 934982605

 Ticker:
 KEY
 Meeting Type:
 Annual

 ISIN:
 US4932671088
 Meeting Date:
 5/23/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1a.	Election of Director: Bruce D. Broussard	Mgmt	For	For
1b.	Election of Director: Charles P. Cooley	Mgmt	For	For
1c.	Election of Director: Gary M. Crosby	Mgmt	For	For
1d.	Election of Director: Alexander M. Cutler	Mgmt	For	For
1e.	Election of Director: H. James Dallas	Mgmt	For	For
1f.	Election of Director: Elizabeth R. Gile	Mgmt	For	For
1g.	Election of Director: Ruth Ann M. Gillis	Mgmt	For	For
1h.	Election of Director: William G. Gisel, Jr.	Mgmt	For	For
1i.	Election of Director: Carlton L. Highsmith	Mgmt	For	For
1j.	Election of Director: Richard J. Hipple	Mgmt	For	For
1k.	Election of Director: Kristen L. Manos	Mgmt	For	For
11.	Election of Director: Beth E. Mooney	Mgmt	For	For
1m.	Election of Director: Barbara R. Snyder	Mgmt	For	For
1n.	Election of Director: David K. Wilson	Mgmt	For	For
2.	Ratification of the appointment of independent	Mgmt	For	For
3.	Advisory approval of executive compensation.	Mgmt	For	For
4.	Approval of KeyCorp's 2019 Equity Compensation Plan.	Mgmt	For	For

5. Approval of an increase in authorized Mgmt For For 6. Approval of an amendment to Regulations to For For Mgmt allow the Board to make future amendments.

MORGAN STANLEY

Security: 617446448 Agenda Number: 934980423 Ticker: MS Meeting Type: Annual Meeting Date: 5/23/2019

ISIN: US6174464486

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1a.	Election of Director: Elizabeth Corley	Mgmt	For	For
1b.	Election of Director: Alistair Darling	Mgmt	For	For
1c.	Election of Director: Thomas H. Glocer	Mgmt	For	For
1d.	Election of Director: James P. Gorman	Mgmt	For	For
1e.	Election of Director: Robert H. Herz	Mgmt	For	For
1f.	Election of Director: Nobuyuki Hirano	Mgmt	For	For
1g.	Election of Director: Jami Miscik	Mgmt	For	For
1h.	Election of Director: Dennis M. Nally	Mgmt	For	For
1i.	Election of Director: Takeshi Ogasawara	Mgmt	For	For
1j.	Election of Director: Hutham S. Olayan	Mgmt	For	For
1k.	Election of Director: Mary L. Schapiro	Mgmt	For	For
11.	Election of Director: Perry M. Traquina	Mgmt	For	For
1m.	Election of Director: Rayford Wilkins, Jr.	Mgmt	For	For
2.	To ratify the appointment of Deloitte & Touche LLP as independent auditor	Mgmt	For	For
3.	To approve the compensation of executives as disclosed in the proxy statement (non- binding advisory vote)	Mgmt	For	For
4.	Shareholder proposal regarding an annual report on lobbying expenses	Shr	Against	For

SUNTRUST BANKS, INC.

Agenda Number: 934933638 Security: 867914103 Ticker: STI Meeting Type: Annual

ISIN: US8679141031 Meeting Date: 4/23/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A	Election of Director: Agnes Bundy Scanlan	Mgmt	For	For
1B	Election of Director: Dallas S. Clement	Mgmt	For	For
1C	Election of Director: Paul D. Donahue	Mgmt	For	For
1D	Election of Director: Paul R. Garcia	Mgmt	For	For
1E	Election of Director: Donna S. Morea	Mgmt	For	For
1F	Election of Director: David M. Ratcliffe	Mgmt	For	For
1G	Election of Director: William H. Rogers, Jr.	Mgmt	For	For
1H	Election of Director: Frank P. Scruggs, Jr.	Mgmt	For	For
11	Election of Director: Bruce L. Tanner	Mgmt	For	For
1J	Election of Director: Steven C. Voorhees	Mgmt	For	For
2	To approve, on an advisory basis, the Company's executive compensation.	Mgmt	For	For
3	To ratify the appointment of Ernst & Young LLP as our independent auditor for 2019.	Mgmt	For	For

THE BANK OF NEW YORK MELLON CORPORATION

Security: 064058100 Agenda Number: 934941609 Ticker: BK Meeting Type: Annual

ISIN: US0640581007 Meeting Date: 4/9/2019

For/Against Management's Prop. # Proposal Proposed by **Proposal Vote** Recommendation

1a.	Election of Director: Steven D. Black	Mgmt	For	For
1b.	Election of Director: Linda Z. Cook	Mgmt	For	For
1c.	Election of Director: Joseph J. Echevarria	Mgmt	For	For
1d.	Election of Director: Edward P. Garden	Mgmt	For	For
1e.	Election of Director: Jeffrey A. Goldstein	Mgmt	For	For
1f.	Election of Director: John M. Hinshaw	Mgmt	For	For
1g.	Election of Director: Edmund F. "Ted" Kelly	Mgmt	For	For
1h.	Election of Director: Jennifer B. Morgan	Mgmt	For	For
1i.	Election of Director: Elizabeth E. Robinson	Mgmt	For	For
1j.	Election of Director: Charles W. Scharf	Mgmt	For	For
1k.	Election of Director: Samuel C. Scott III	Mgmt	For	For
11.	Election of Director: Alfred "Al" W. Zollar	Mgmt	For	For
2.	Advisory resolution to approve the 2018 compensation of our named executive officers.	Mgmt	For	For
3.	Ratification of KPMG LLP as our independent auditor for 2019.	Mgmt	For	For
4.	Amendment to Restated Certificate of Incorporation to enhance stockholder written consent rights.	Mgmt	For	For
5.	Approval of 2019 Long-Term Incentive Plan.	Mgmt	For	For
6.	Stockholder proposal regarding pay equity report.	Shr	Against	For

THE GOLDMAN SACHS GROUP, INC.

 Security:
 38141G104
 Agenda Number:
 934949225

 Ticker:
 GS
 Meeting Type:
 Annual

 ISIN:
 US38141G1040
 Meeting Date:
 5/2/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1a.	Election of Director: M. Michele Burns	Mgmt	For	For
1b.	Election of Director: Drew G. Faust	Mgmt	For	For
1c.	Election of Director: Mark A. Flaherty	Mgmt	For	For
1d.	Election of Director: Ellen J. Kullman	Mgmt	For	For
1e.	Election of Director: Lakshmi N. Mittal	Mgmt	For	For
1f.	Election of Director: Adebayo O. Ogunlesi	Mgmt	For	For
1g.	Election of Director: Peter Oppenheimer	Mgmt	For	For
1h.	Election of Director: David M. Solomon	Mgmt	For	For
1i.	Election of Director: Jan E. Tighe	Mgmt	For	For
1j.	Election of Director: David A. Viniar	Mgmt	For	For
1k.	Election of Director: Mark O. Winkelman	Mgmt	For	For
2.	Advisory Vote to Approve Executive Compensation (Say on Pay)	Mgmt	For	For
3.	Ratification of PricewaterhouseCoopers LLP as our Independent Registered Public Accounting Firm for 2019	Mgmt	For	For
4.	Shareholder Proposal Regarding Right to Act by Written Consent	Shr	Against	For

THE PNC FINANCIAL SERVICES GROUP, INC.

 Security:
 693475105
 Agenda Number:
 934940164

 Ticker:
 PNC
 Meeting Type:
 Annual

 ISIN:
 US6934751057
 Meeting Date:
 4/23/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1a.	Election of Director: Joseph Alvarado	Mgmt	For	For
1b.	Election of Director: Charles E. Bunch	Mgmt	For	For
1c.	Election of Director: Debra A. Cafaro	Mgmt	For	For
1d.	Election of Director: Marjorie Rodgers	Mgmt	For	For
1e.	Election of Director: William S. Demchak	Mgmt	For	For
1f.	Election of Director: Andrew T. Feldstein	Mgmt	For	For
1g.	Election of Director: Richard J. Harshman	Mgmt	For	For
1h.	Election of Director: Daniel R. Hesse	Mgmt	For	For

1i.	Election of Director: Richard B. Kelson	Mgmt	For	For
1j.	Election of Director: Linda R. Medler	Mgmt	For	For
1k.	Election of Director: Martin Pfinsgraff	Mgmt	For	For
11.	Election of Director: Toni Townes-Whitley	Mgmt	For	For
1m.	Election of Director: Michael J. Ward	Mgmt	For	For
2.	Ratification of the Audit Committee's selection of PricewaterhouseCoopers LLP as PNC's independent registered public accounting firm for 2019.	Mgmt	For	For
3.	Advisory vote to approve named executive officer compensation.	Mgmt	For	For

U.S. BANCORP

Security: 902973304 Ticker: USB

ISIN: US9029733048

Agenda Number: 934932131
Meeting Type: Annual

Meeting Date: 4/16/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1a.	Election of Director: Warner L. Baxter	Mgmt	For	For
1b.	Election of Director: Dorothy J. Bridges	Mgmt	For	For
1c.	Election of Director: Elizabeth L. Buse	Mgmt	For	For
1d.	Election of Director: Marc N. Casper	Mgmt	For	For
1e.	Election of Director: Andrew Cecere	Mgmt	For	For
1f.	Election of Director: Arthur D. Collins, Jr.	Mgmt	For	For
1g.	Election of Director: Kimberly J. Harris	Mgmt	For	For
1h.	Election of Director: Roland A. Hernandez	Mgmt	For	For
1i.	Election of Director: Doreen Woo Ho	Mgmt	For	For
1j.	Election of Director: Olivia F. Kirtley	Mgmt	For	For
1k.	Election of Director: Karen S. Lynch	Mgmt	For	For
11.	Election of Director: Richard P. McKenney	Mgmt	For	For
1m.	Election of Director: Yusuf I. Mehdi	Mgmt	For	For
1n.	Election of Director: David B. O'Maley	Mgmt	For	For
10.	Election of Director: O'dell M. Owens, M.D., M.P.H.	Mgmt	For	For
1p.	Election of Director: Craig D. Schnuck	Mgmt	For	For
1q.	Election of Director: Scott W. Wine	Mgmt	For	For
2.	The ratification of the selection of Ernst & Young LLP as our independent auditor for the 2019 fiscal year.	Mgmt	For	For
3.	An advisory vote to approve the compensation of our executives disclosed in the proxy statement.	Mgmt	For	For

WELLS FARGO & COMPANY

Security: 949746101 **Ticker:** WFC **ISIN:** US9497461015 Agenda Number: 934941584

Meeting Type: Annual

Meeting Date: 4/23/2019

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1a.	Election of Director: John D. Baker II	Mgmt	For	For
1b.	Election of Director: Celeste A. Clark	Mgmt	For	For
1c.	Election of Director: Theodore F. Craver, Jr.	Mgmt	For	For
1d.	Election of Director: Elizabeth A. Duke	Mgmt	For	For
1e.	Election of Director: Wayne M. Hewett	Mgmt	For	For
1f.	Election of Director: Donald M. James	Mgmt	For	For
1g.	Election of Director: Maria R. Morris	Mgmt	For	For
1h.	Election of Director: Juan A. Pujadas	Mgmt	For	For
1i.	Election of Director: James H. Quigley	Mgmt	For	For
1j.	Election of Director: Ronald L. Sargent	Mgmt	For	For
1k.	Election of Director: C. Allen Parker	Mgmt	For	For
11.	Election of Director: Suzanne M. Vautrinot	Mgmt	For	For

2.	Advisory resolution to approve executive compensation.	Mgmt	For	For
3.	Approve the Company's Amended and Restated Long-Term Incentive Compensation Plan.	Mgmt	For	For
4.	Ratify the appointment of KPMG LLP as the Company's independent registered public accounting firm for 2019.	Mgmt	For	For
5.	Shareholder Proposal - Report on Incentive- Based Compensation and Risks of Material Losses.	Shr	Against	For
6.	Shareholder Proposal - Report on Global Median Gender Pay Gap.	Shr	Against	For