

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

VF Corporation

Meeting Date: 07/16/2019

Country: USA

Primary Security ID: 918204108

Meeting Type: Annual

Ticker: VFC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard T. Carucci	Mgmt	For	For
1.2	Elect Director Juliana L. Chugg	Mgmt	For	For
1.3	Elect Director Benno Dorer	Mgmt	For	For
1.4	Elect Director Mark S. Hoplamazian	Mgmt	For	For
1.5	Elect Director Laura W. Lang	Mgmt	For	For
1.6	Elect Director W. Alan McCollough	Mgmt	For	For
1.7	Elect Director W. Rodney McMullen	Mgmt	For	For
1.8	Elect Director Clarence Otis, Jr.	Mgmt	For	For
1.9	Elect Director Steven E. Rendle	Mgmt	For	For
1.10	Elect Director Carol L. Roberts	Mgmt	For	For
1.11	Elect Director Matthew J. Shattock	Mgmt	For	For
1.12	Elect Director Veronica B. Wu	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Linde plc

Meeting Date: 07/26/2019

Country: Ireland

Primary Security ID: G5494J103

Meeting Type: Annual

Ticker: LIN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wolfgang H. Reitzle	Mgmt	For	For
1b	Elect Director Stephen F. Angel	Mgmt	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For
1d	Elect Director Clemens A. H. Borsig	Mgmt	For	For

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Linde plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Nance K. Dicciani	Mgmt	For	For
1f	Elect Director Thomas Enders	Mgmt	For	For
1g	Elect Director Franz Fehrenbach	Mgmt	For	For
1h	Elect Director Edward G. Galante	Mgmt	For	For
1i	Elect Director Larry D. McVay	Mgmt	For	For
1j	Elect Director Victoria E. Ossadnik	Mgmt	For	For
1k	Elect Director Martin H. Richenhagen	Mgmt	For	For
1l	Elect Director Robert L. Wood	Mgmt	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For
3	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

The J. M. Smucker Company

Meeting Date: 08/14/2019

Country: USA

Primary Security ID: 832696405

Meeting Type: Annual

Ticker: SJM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Kathryn W. Dindo	Mgmt	For	Against
1b	Elect Director Paul J. Dolan	Mgmt	For	For
1c	Elect Director Jay L. Henderson	Mgmt	For	For
1d	Elect Director Gary A. Oatey	Mgmt	For	For
1e	Elect Director Kirk L. Perry	Mgmt	For	For
1f	Elect Director Sandra Pinalto	Mgmt	For	For
1g	Elect Director Nancy Lopez Russell	Mgmt	For	For
1h	Elect Director Alex Shumate	Mgmt	For	For

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The J. M. Smucker Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Mark T. Smucker	Mgmt	For	For
1j	Elect Director Richard K. Smucker	Mgmt	For	For
1k	Elect Director Timothy P. Smucker	Mgmt	For	For
1l	Elect Director Dawn C. Willoughby	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

John Wiley & Sons, Inc.

Meeting Date: 09/26/2019

Country: USA

Primary Security ID: 968223206

Meeting Type: Annual

Ticker: JW.A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Beth A. Birnbaum	Mgmt	For	For
1.2	Elect Director David C. Dobson	Mgmt	For	For
1.3	Elect Director William Pence	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

RPM International Inc.

Meeting Date: 10/03/2019

Country: USA

Primary Security ID: 749685103

Meeting Type: Annual

Ticker: RPM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kirkland B. Andrews	Mgmt	For	For
1.2	Elect Director David A. Daberko	Mgmt	For	For
1.3	Elect Director Thomas S. Gross	Mgmt	For	For

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RPM International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Frank C. Sullivan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

The Procter & Gamble Company

Meeting Date: 10/08/2019

Country: USA

Primary Security ID: 742718109

Meeting Type: Annual

Ticker: PG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Francis S. Blake	Mgmt	For	For
1b	Elect Director Angela F. Braly	Mgmt	For	For
1c	Elect Director Amy L. Chang	Mgmt	For	For
1d	Elect Director Scott D. Cook	Mgmt	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For
1f	Elect Director Terry J. Lundgren	Mgmt	For	For
1g	Elect Director Christine M. McCarthy	Mgmt	For	For
1h	Elect Director W. James McNeerney, Jr.	Mgmt	For	For
1i	Elect Director Nelson Peltz	Mgmt	For	For
1j	Elect Director David S. Taylor	Mgmt	For	For
1k	Elect Director Margaret C. Whitman	Mgmt	For	For
1l	Elect Director Patricia A. Woertz	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For

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United Technologies Corporation

Meeting Date: 10/11/2019 **Country:** USA **Primary Security ID:** 913017109
Meeting Type: Special **Ticker:** UTX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For
2	Adjourn Meeting	Mgmt	For	Against

Cintas Corporation

Meeting Date: 10/29/2019 **Country:** USA **Primary Security ID:** 172908105
Meeting Type: Annual **Ticker:** CTAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gerald S. Adolph	Mgmt	For	For
1b	Elect Director John F. Barrett	Mgmt	For	For
1c	Elect Director Melanie W. Barstad	Mgmt	For	For
1d	Elect Director Karen L. Carnahan	Mgmt	For	For
1e	Elect Director Robert E. Coletti	Mgmt	For	For
1f	Elect Director Scott D. Farmer	Mgmt	For	For
1g	Elect Director James J. Johnson	Mgmt	For	For
1h	Elect Director Joseph Scaminace	Mgmt	For	For
1i	Elect Director Ronald W. Tysoe	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on Political Contributions	SH	Against	For

Amcor plc

Meeting Date: 11/05/2019 **Country:** Jersey **Primary Security ID:** G0250X107
Meeting Type: Annual **Ticker:** AMCR

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Amtcor plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	Mgmt	For	For
1b	Elect Director Armin Meyer	Mgmt	For	For
1c	Elect Director Ronald Delia	Mgmt	For	For
1d	Elect Director Andrea Bertone	Mgmt	For	For
1e	Elect Director Karen Guerra	Mgmt	For	For
1f	Elect Director Nicholas (Tom) Long	Mgmt	For	For
1g	Elect Director Arun Nayar	Mgmt	For	For
1h	Elect Director Jeremy Sutcliffe	Mgmt	For	For
1i	Elect Director David Szczupak	Mgmt	For	For
1j	Elect Director Philip Weaver	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

Cardinal Health, Inc.

Meeting Date: 11/06/2019

Country: USA

Primary Security ID: 14149Y108

Meeting Type: Annual

Ticker: CAH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Colleen F. Arnold	Mgmt	For	For
1.2	Elect Director Carrie S. Cox	Mgmt	For	For
1.3	Elect Director Calvin Darden	Mgmt	For	For
1.4	Elect Director Bruce L. Downey	Mgmt	For	For
1.5	Elect Director Patricia A. Hemingway Hall	Mgmt	For	For
1.6	Elect Director Akhil Johri	Mgmt	For	For
1.7	Elect Director Michael C. Kaufmann	Mgmt	For	For

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Cardinal Health, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Gregory B. Kenny	Mgmt	For	For
1.9	Elect Director Nancy Killefer	Mgmt	For	For
1.10	Elect Director J. Michael Losh	Mgmt	For	For
1.11	Elect Director Dean A. Scarborough	Mgmt	For	For
1.12	Elect Director John H. Weiland	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Automatic Data Processing, Inc.

Meeting Date: 11/12/2019 **Country:** USA **Primary Security ID:** 053015103
Meeting Type: Annual **Ticker:** ADP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For
1b	Elect Director Richard T. Clark	Mgmt	For	For
1c	Elect Director R. Glenn Hubbard	Mgmt	For	For
1d	Elect Director John P. Jones	Mgmt	For	For
1e	Elect Director Francine S. Katsoudas	Mgmt	For	For
1f	Elect Director Thomas J. Lynch	Mgmt	For	For
1g	Elect Director Scott F. Powers	Mgmt	For	For
1h	Elect Director William J. Ready	Mgmt	For	For
1i	Elect Director Carlos A. Rodriguez	Mgmt	For	For
1j	Elect Director Sandra S. Wijnberg	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

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Lancaster Colony Corporation

Meeting Date: 11/13/2019 **Country:** USA **Primary Security ID:** 513847103
Meeting Type: Annual **Ticker:** LANC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Barbara L. Brasier	Mgmt	For	For
1.2	Elect Director David A. Ciesinski	Mgmt	For	For
1.3	Elect Director Kenneth L. Cooke	Mgmt	For	For
1.4	Elect Director Alan F. Harris	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Meredith Corporation

Meeting Date: 11/13/2019 **Country:** USA **Primary Security ID:** 589433101
Meeting Type: Annual **Ticker:** MDP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Stephen M. Lacy	Mgmt	For	Withhold
1.2	Elect Director Christopher Roberts, III	Mgmt	For	For
1.3	Elect Director D. Mell Meredith Frazier	Mgmt	For	Withhold
1.4	Elect Director Beth J. Kaplan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

Sysco Corporation

Meeting Date: 11/15/2019 **Country:** USA **Primary Security ID:** 871829107
Meeting Type: Annual **Ticker:** SYY

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Sysco Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas L. Bene	Mgmt	For	For
1b	Elect Director Daniel J. Brutto	Mgmt	For	For
1c	Elect Director John M. Cassaday	Mgmt	For	For
1d	Elect Director Joshua D. Frank	Mgmt	For	For
1e	Elect Director Larry C. Glasscock	Mgmt	For	For
1f	Elect Director Bradley M. Halverson	Mgmt	For	For
1g	Elect Director John M. Hinshaw	Mgmt	For	For
1h	Elect Director Hans-Joachim Koerber	Mgmt	For	For
1i	Elect Director Stephanie A. Lundquist	Mgmt	For	For
1j	Elect Director Nancy S. Newcomb	Mgmt	For	For
1k	Elect Director Nelson Peltz	Mgmt	For	For
1l	Elect Director Edward D. Shirley	Mgmt	For	For
1m	Elect Director Sheila G. Talton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Require Independent Board Chairman	SH	Against	Against

The Clorox Company

Meeting Date: 11/20/2019 **Country:** USA **Primary Security ID:** 189054109
Meeting Type: Annual **Ticker:** CLX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Amy Banse	Mgmt	For	For
1.2	Elect Director Richard H. Carmona	Mgmt	For	For
1.3	Elect Director Benno Dorer	Mgmt	For	For
1.4	Elect Director Spencer C. Fleischer	Mgmt	For	For

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The Clorox Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Esther Lee	Mgmt	For	For
1.6	Elect Director A.D. David Mackay	Mgmt	For	For
1.7	Elect Director Robert W. Matschullat	Mgmt	For	For
1.8	Elect Director Matthew J. Shattock	Mgmt	For	For
1.9	Elect Director Pamela Thomas-Graham	Mgmt	For	For
1.10	Elect Director Russell J. Weiner	Mgmt	For	For
1.11	Elect Director Christopher J. Williams	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	Mgmt	For	For

CDK Global, Inc.

Meeting Date: 11/21/2019 **Country:** USA **Primary Security ID:** 12508E101
Meeting Type: Annual **Ticker:** CDK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	For	For
1b	Elect Director Willie A. Deese	Mgmt	For	For
1c	Elect Director Amy J. Hillman	Mgmt	For	For
1d	Elect Director Brian M. Krzanich	Mgmt	For	For
1e	Elect Director Stephen A. Miles	Mgmt	For	For
1f	Elect Director Robert E. Radway	Mgmt	For	For
1g	Elect Director Stephen F. Schuckebrook	Mgmt	For	For
1h	Elect Director Frank S. Sowinski	Mgmt	For	For
1i	Elect Director Eileen J. Voynick	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

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Donaldson Company, Inc.

Meeting Date: 11/22/2019

Country: USA

Primary Security ID: 257651109

Meeting Type: Annual

Ticker: DCI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Hoffman	Mgmt	For	For
1.2	Elect Director Douglas A. Milroy	Mgmt	For	For
1.3	Elect Director Willard D. Oberton	Mgmt	For	Withhold
1.4	Elect Director John P. Wiehoff	Mgmt	For	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Medtronic plc

Meeting Date: 12/06/2019

Country: Ireland

Primary Security ID: G5960L103

Meeting Type: Annual

Ticker: MDT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	For	For
1b	Elect Director Craig Arnold	Mgmt	For	For
1c	Elect Director Scott C. Donnelly	Mgmt	For	For
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For
1f	Elect Director Omar Ishrak	Mgmt	For	For
1g	Elect Director Michael O. Leavitt	Mgmt	For	For
1h	Elect Director James T. Lenehan	Mgmt	For	For
1i	Elect Director Geoffrey S. Martha	Mgmt	For	For
1j	Elect Director Elizabeth G. Nabel	Mgmt	For	For
1k	Elect Director Denise M. O'Leary	Mgmt	For	For

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Medtronic plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Kendall J. Powell	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For

New Jersey Resources Corporation

Meeting Date: 01/22/2020

Country: USA

Primary Security ID: 646025106

Meeting Type: Annual

Ticker: NJR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James H. DeGraffenreidt, Jr.	Mgmt	For	For
1.2	Elect Director Gregory E. Aliff	Mgmt	For	For
1.3	Elect Director Stephen D. Westhoven	Mgmt	For	For
1.4	Elect Director Jane M. Kenny	Mgmt	For	For
1.5	Elect Director Sharon C. Taylor	Mgmt	For	For
1.6	Elect Director David A. Trice	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

UGI Corporation

Meeting Date: 01/22/2020

Country: USA

Primary Security ID: 902681105

Meeting Type: Annual

Ticker: UGI

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UGI Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director M. Shawn Bort	Mgmt	For	For
1.2	Elect Director Theodore A. Dosch	Mgmt	For	For
1.3	Elect Director Alan N. Harris	Mgmt	For	For
1.4	Elect Director Frank S. Hermance	Mgmt	For	For
1.5	Elect Director William J. Marrazzo	Mgmt	For	For
1.6	Elect Director Kelly A. Romano	Mgmt	For	For
1.7	Elect Director Marvin O. Schlanger	Mgmt	For	For
1.8	Elect Director James B. Stallings, Jr.	Mgmt	For	For
1.9	Elect Director K. Richard Turner	Mgmt	For	For
1.10	Elect Director John L. Walsh	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Air Products and Chemicals, Inc.

Meeting Date: 01/23/2020

Country: USA

Primary Security ID: 009158106

Meeting Type: Annual

Ticker: APD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan K. Carter	Mgmt	For	For
1b	Elect Director Charles I. Cogut	Mgmt	For	For
1c	Elect Director Chadwick C. Deaton	Mgmt	For	For
1d	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For
1e	Elect Director David H. Y. Ho	Mgmt	For	For
1f	Elect Director Margaret G. McGlynn	Mgmt	For	For
1g	Elect Director Edward L. Monser	Mgmt	For	For
1h	Elect Director Matthew H. Paull	Mgmt	For	For

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Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Becton, Dickinson and Company

Meeting Date: 01/28/2020 Country: USA Primary Security ID: 075887109
Meeting Type: Annual Ticker: BDX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Catherine M. Burzik	Mgmt	For	For
1.2	Elect Director R. Andrew Eckert	Mgmt	For	For
1.3	Elect Director Vincent A. Forlenza	Mgmt	For	For
1.4	Elect Director Claire M. Fraser	Mgmt	For	For
1.5	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1.6	Elect Director Christopher Jones	Mgmt	For	For
1.7	Elect Director Marshall O. Larsen	Mgmt	For	For
1.8	Elect Director David F. Melcher	Mgmt	For	For
1.9	Elect Director Thomas E. Polen	Mgmt	For	For
1.10	Elect Director Claire Pomeroy	Mgmt	For	For
1.11	Elect Director Rebecca W. Rimel	Mgmt	For	For
1.12	Elect Director Timothy M. Ring	Mgmt	For	For
1.13	Elect Director Bertram L. Scott	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against

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Hormel Foods Corporation

Meeting Date: 01/28/2020

Country: USA

Primary Security ID: 440452100

Meeting Type: Annual

Ticker: HRL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Prama Bhatt	Mgmt	For	For
1b	Elect Director Gary C. Bhojwani	Mgmt	For	For
1c	Elect Director Terrell K. Crews	Mgmt	For	For
1d	Elect Director Stephen M. Lacy	Mgmt	For	For
1e	Elect Director Elsa A. Murano	Mgmt	For	For
1f	Elect Director Susan K. Nestegard	Mgmt	For	For
1g	Elect Director William A. Newlands	Mgmt	For	For
1h	Elect Director Dakota A. Pippins	Mgmt	For	For
1i	Elect Director Christopher J. Policinski	Mgmt	For	For
1j	Elect Director Jose Luis Prado	Mgmt	For	For
1k	Elect Director Sally J. Smith	Mgmt	For	For
1l	Elect Director James P. Snee	Mgmt	For	For
1m	Elect Director Steven A. White	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/30/2020

Country: USA

Primary Security ID: 931427108

Meeting Type: Annual

Ticker: WBA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jose E. Almeida	Mgmt	For	For
1b	Elect Director Janice M. Babiak	Mgmt	For	For
1c	Elect Director David J. Brailer	Mgmt	For	For

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Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director William C. Foote	Mgmt	For	For
1e	Elect Director Ginger L. Graham	Mgmt	For	For
1f	Elect Director John A. Lederer	Mgmt	For	For
1g	Elect Director Dominic P. Murphy	Mgmt	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For
1i	Elect Director Nancy M. Schlichting	Mgmt	For	For
1j	Elect Director James A. Skinner	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Require Independent Board Chairman	SH	Against	Against
5	Adopt a Policy on Bonus Banking *Withdrawn Resolution*	SH		
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against

Emerson Electric Co.

Meeting Date: 02/04/2020 **Country:** USA **Primary Security ID:** 291011104
Meeting Type: Annual **Ticker:** EMR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Martin S. Craighead	Mgmt	For	For
1.2	Elect Director David N. Farr	Mgmt	For	For
1.3	Elect Director Gloria A. Flach	Mgmt	For	For
1.4	Elect Director Matthew S. Levatich	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Declassify the Board of Directors	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Atmos Energy Corporation

Meeting Date: 02/05/2020

Country: USA

Primary Security ID: 049560105

Meeting Type: Annual

Ticker: ATO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	For
1b	Elect Director Robert W. Best	Mgmt	For	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	For
1d	Elect Director Kelly H. Compton	Mgmt	For	For
1e	Elect Director Sean Donohue	Mgmt	For	For
1f	Elect Director Rafael G. Garza	Mgmt	For	For
1g	Elect Director Richard K. Gordon	Mgmt	For	For
1h	Elect Director Robert C. Grable	Mgmt	For	For
1i	Elect Director Nancy K. Quinn	Mgmt	For	For
1j	Elect Director Richard A. Sampson	Mgmt	For	For
1k	Elect Director Stephen R. Springer	Mgmt	For	For
1l	Elect Director Diana J. Walters	Mgmt	For	For
1m	Elect Director Richard Ware, II	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Franklin Resources, Inc.

Meeting Date: 02/11/2020

Country: USA

Primary Security ID: 354613101

Meeting Type: Annual

Ticker: BEN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter K. Barker	Mgmt	For	For
1b	Elect Director Mariann Byerwalter	Mgmt	For	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Franklin Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For
1f	Elect Director Anthony J. Noto	Mgmt	For	For
1g	Elect Director Mark C. Pigott	Mgmt	For	For
1h	Elect Director Laura Stein	Mgmt	For	For
1i	Elect Director Seth H. Waugh	Mgmt	For	For
1j	Elect Director Geoffrey Y. Yang	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Nordson Corporation

Meeting Date: 02/25/2020 **Country:** USA **Primary Security ID:** 655663102
Meeting Type: Annual **Ticker:** NDSN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sundaram Nagarajan	Mgmt	For	For
1.2	Elect Director Ginger M. Jones	Mgmt	For	For
1.3	Elect Director Joseph P. Keithley	Mgmt	For	For
1.4	Elect Director Michael J. Merriman, Jr.	Mgmt	For	For
1.5	Elect Director Mary G. Puma	Mgmt	For	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

National Fuel Gas Company

Meeting Date: 03/11/2020 **Country:** USA **Primary Security ID:** 636180101
Meeting Type: Annual **Ticker:** NFG

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

National Fuel Gas Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David H. Anderson	Mgmt	For	For
1.2	Elect Director David P. Bauer	Mgmt	For	For
1.3	Elect Director Barbara M. Baumann	Mgmt	For	For
1.4	Elect Director Jeffrey W. Shaw	Mgmt	For	For
1.5	Elect Director Thomas E. Skains	Mgmt	For	For
1.6	Elect Director Ronald J. Tanski	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Declassify the Board of Directors	SH	Against	For

ABM Industries Incorporated

Meeting Date: 03/25/2020 **Country:** USA **Primary Security ID:** 000957100
Meeting Type: Annual **Ticker:** ABM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Donald F. Colleran	Mgmt	For	For
1b	Elect Director Thomas M. Gartland	Mgmt	For	For
1c	Elect Director Winifred (Wendy) M. Webb	Mgmt	For	For
2	Declassify the Board of Directors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For

H.B. Fuller Company

Meeting Date: 04/02/2020 **Country:** USA **Primary Security ID:** 359694106
Meeting Type: Annual **Ticker:** FUL

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

H.B. Fuller Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Daniel L. Florness	Mgmt	For	For
1.2	Elect Director Lee R. Mitau	Mgmt	For	For
1.3	Elect Director R. William Van Sant	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For

United Bankshares, Inc.

Meeting Date: 04/02/2020 Country: USA Primary Security ID: 909907107
Meeting Type: Special Ticker: UBSI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For
2	Issue Shares in Connection with Merger	Mgmt	For	For
3	Adjourn Meeting	Mgmt	For	Against

A. O. Smith Corporation

Meeting Date: 04/15/2020 Country: USA Primary Security ID: 831865209
Meeting Type: Annual Ticker: AOS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William P. Greubel	Mgmt	For	Withhold
1.2	Elect Director Ilham Kadri	Mgmt	For	For
1.3	Elect Director Idelle K. Wolf	Mgmt	For	For
1.4	Elect Director Gene C. Wulf	Mgmt	For	Withhold

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

A. O. Smith Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For

Commerce Bancshares, Inc.

Meeting Date: 04/15/2020 **Country:** USA **Primary Security ID:** 200525103
Meeting Type: Annual **Ticker:** CBSH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John R. Capps	Mgmt	For	Withhold
1.2	Elect Director Karen L. Daniel	Mgmt	For	For
1.3	Elect Director W. Thomas Grant, II	Mgmt	For	Withhold
1.4	Elect Director David W. Kemper	Mgmt	For	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Sonoco Products Company

Meeting Date: 04/15/2020 **Country:** USA **Primary Security ID:** 835495102
Meeting Type: Annual **Ticker:** SON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Harry A. Cockrell	Mgmt	For	For
1.2	Elect Director R. Howard Coker	Mgmt	For	For
1.3	Elect Director Pamela L. Davies	Mgmt	For	For
1.4	Elect Director Theresa J. Drew	Mgmt	For	For
1.5	Elect Director Philippe Guillemot	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Sonoco Products Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director John R. Haley	Mgmt	For	For
1.7	Elect Director Robert R. Hill, Jr.	Mgmt	For	For
1.8	Elect Director Richard G. Kyle	Mgmt	For	For
1.9	Elect Director Blythe J. McGarvie	Mgmt	For	For
1.10	Elect Director James M. Micali	Mgmt	For	For
1.11	Elect Director Sundaram Nagarajan	Mgmt	For	For
1.12	Elect Director Marc. D. Oken	Mgmt	For	For
1.13	Elect Director Thomas E. Whiddon	Mgmt	For	For
1.14	Elect Director Lloyd M. Yates	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Articles of Incorporation and Article III, Section 7, of the By-Laws Relating to the Vote Required for the Removal of Directors	Mgmt	For	For
5	Amend Articles of Incorporation Relating to Quorum or Voting Requirement for Shareholders	Mgmt	For	For
6	Reduce Supermajority Vote Requirement	Mgmt	For	For
7	Provide Right to Call Special Meeting	SH	For	Against

PPG Industries, Inc.

Meeting Date: 04/16/2020

Country: USA

Primary Security ID: 693506107

Meeting Type: Annual

Ticker: PPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Stephen F. Angel	Mgmt	For	For
1.2	Elect Director Hugh Grant	Mgmt	For	For
1.3	Elect Director Melanie L. Healey	Mgmt	For	For
2.1	Elect Director Kathleen A. Ligocki	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

PPG Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Declassify the Board of Directors	Mgmt	For	For
5	Reduce Supermajority Vote Requirement	Mgmt	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For

Stanley Black & Decker, Inc.

Meeting Date: 04/17/2020 **Country:** USA **Primary Security ID:** 854502101
Meeting Type: Annual **Ticker:** SWK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Andrea J. Ayers	Mgmt	For	For
1.2	Elect Director George W. Buckley	Mgmt	For	For
1.3	Elect Director Patrick D. Campbell	Mgmt	For	For
1.4	Elect Director Carlos M. Cardoso	Mgmt	For	For
1.5	Elect Director Robert B. Coultts	Mgmt	For	For
1.6	Elect Director Debra A. Crew	Mgmt	For	For
1.7	Elect Director Michael D. Hankin	Mgmt	For	For
1.8	Elect Director James M. Loree	Mgmt	For	For
1.9	Elect Director Dmitri L. Stockton	Mgmt	For	For
1.10	Elect Director Irving Tan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Provide Right to Act by Written Consent	SH	Against	Against

Kontoor Brands, Inc.

Meeting Date: 04/21/2020 **Country:** USA **Primary Security ID:** 50050N103
Meeting Type: Annual **Ticker:** KTB

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Kontoor Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Juliana L. Chugg	Mgmt	For	For
1.2	Elect Director Shelley Stewart, Jr.	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

Prosperity Bancshares, Inc.

Meeting Date: 04/21/2020 **Country:** USA **Primary Security ID:** 743606105
Meeting Type: Annual **Ticker:** PB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin J. Hanigan	Mgmt	For	Withhold
1.2	Elect Director William T. Luedke, IV	Mgmt	For	Withhold
1.3	Elect Director Perry Mueller, Jr.	Mgmt	For	Withhold
1.4	Elect Director Harrison Stafford, II	Mgmt	For	Withhold
1.5	Elect Director Bruce W. Hunt	Mgmt	For	For
1.6	Elect Director George A. Fisk	Mgmt	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Stepan Company

Meeting Date: 04/21/2020 **Country:** USA **Primary Security ID:** 858586100
Meeting Type: Annual **Ticker:** SCL

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Stepan Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joaquin Delgado	Mgmt	For	For
1.2	Elect Director F. Quinn Stepan, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Lincoln Electric Holdings, Inc.

Meeting Date: 04/22/2020 **Country:** USA **Primary Security ID:** 533900106
Meeting Type: Annual **Ticker:** LECO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Curtis E. Espeland	Mgmt	For	For
1.2	Elect Director Patrick P. Goris	Mgmt	For	For
1.3	Elect Director Stephen G. Hanks	Mgmt	For	For
1.4	Elect Director Michael F. Hilton	Mgmt	For	For
1.5	Elect Director G. Russell Lincoln	Mgmt	For	For
1.6	Elect Director Kathryn Jo Lincoln	Mgmt	For	For
1.7	Elect Director William E. MacDonald, III	Mgmt	For	For
1.8	Elect Director Christopher L. Mapes	Mgmt	For	For
1.9	Elect Director Phillip J. Mason	Mgmt	For	For
1.10	Elect Director Ben P. Patel	Mgmt	For	For
1.11	Elect Director Hellene S. Runtagh	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

The Coca-Cola Company

Meeting Date: 04/22/2020

Country: USA

Primary Security ID: 191216100

Meeting Type: Annual

Ticker: KO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Herbert A. Allen	Mgmt	For	For
1.2	Elect Director Marc Bolland	Mgmt	For	Against
1.3	Elect Director Ana Botin	Mgmt	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For
1.5	Elect Director Barry Diller	Mgmt	For	Against
1.6	Elect Director Helene D. Gayle	Mgmt	For	For
1.7	Elect Director Alexis M. Herman	Mgmt	For	Against
1.8	Elect Director Robert A. Kotick	Mgmt	For	For
1.9	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1.10	Elect Director James Quincey	Mgmt	For	For
1.11	Elect Director Caroline J. Tsay	Mgmt	For	For
1.12	Elect Director David B. Weinberg	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For
4	Report on the Health Impacts and Risks of Sugar in the Company's Products	SH	Against	Against

The Sherwin-Williams Company

Meeting Date: 04/22/2020

Country: USA

Primary Security ID: 824348106

Meeting Type: Annual

Ticker: SHW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kerrii B. Anderson	Mgmt	For	For
1.2	Elect Director Arthur F. Anton	Mgmt	For	For
1.3	Elect Director Jeff M. Fettig	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

The Sherwin-Williams Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Richard J. Kramer	Mgmt	For	For
1.5	Elect Director Susan J. Kropf	Mgmt	For	For
1.6	Elect Director John G. Morikis	Mgmt	For	For
1.7	Elect Director Christine A. Poon	Mgmt	For	For
1.8	Elect Director Michael H. Thaman	Mgmt	For	For
1.9	Elect Director Matthew Thornton, III	Mgmt	For	For
1.10	Elect Director Steven H. Wunning	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Johnson & Johnson

Meeting Date: 04/23/2020 **Country:** USA **Primary Security ID:** 478160104
Meeting Type: Annual **Ticker:** JNJ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary C. Beckerle	Mgmt	For	For
1b	Elect Director D. Scott Davis	Mgmt	For	For
1c	Elect Director Ian E. L. Davis	Mgmt	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For
1e	Elect Director Alex Gorsky	Mgmt	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For
1g	Elect Director Hubert Joly	Mgmt	For	Against
1h	Elect Director Mark B. McClellan	Mgmt	For	For
1i	Elect Director Anne M. Mulcahy	Mgmt	For	Against
1j	Elect Director Charles Prince	Mgmt	For	For
1k	Elect Director A. Eugene Washington	Mgmt	For	For
1l	Elect Director Mark A. Weinberger	Mgmt	For	For
1m	Elect Director Ronald A. Williams	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Permit Removal of Directors With or Without Cause	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	Against
6	Report on Governance Measures Implemented Related to Opioids	SH	Against	Abstain

Abbott Laboratories

Meeting Date: 04/24/2020 **Country:** USA **Primary Security ID:** 002824100
Meeting Type: Annual **Ticker:** ABT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For
1.2	Elect Director Roxanne S. Austin	Mgmt	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For
1.5	Elect Director Michelle A. Kumbier	Mgmt	For	For
1.6	Elect Director Edward M. Liddy	Mgmt	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	For
1.9	Elect Director Phebe N. Novakovic	Mgmt	For	For
1.10	Elect Director William A. Osborn	Mgmt	For	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	For
1.12	Elect Director John G. Stratton	Mgmt	For	For
1.13	Elect Director Glenn F. Tilton	Mgmt	For	For
1.14	Elect Director Miles D. White	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Report on Lobbying Payments and Policy	SH	Against	Against
5	Increase Disclosure of Compensation Adjustments	SH	Against	Against
6	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against
7	Adopt Simple Majority Vote	SH	Against	For

AT&T Inc.

Meeting Date: 04/24/2020 Country: USA Primary Security ID: 00206R102
Meeting Type: Annual Ticker: T

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Randall L. Stephenson	Mgmt	For	For
1.2	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	For	For
1.3	Elect Director Richard W. Fisher	Mgmt	For	For
1.4	Elect Director Scott T. Ford	Mgmt	For	For
1.5	Elect Director Glenn H. Hutchins	Mgmt	For	For
1.6	Elect Director William E. Kennard	Mgmt	For	For
1.7	Elect Director Debra L. Lee	Mgmt	For	For
1.8	Elect Director Stephen J. Luczo	Mgmt	For	For
1.9	Elect Director Michael B. McCallister	Mgmt	For	For
1.10	Elect Director Beth E. Mooney	Mgmt	For	For
1.11	Elect Director Matthew K. Rose	Mgmt	For	For
1.12	Elect Director Cynthia B. Taylor	Mgmt	For	For
1.13	Elect Director Geoffrey Y. Yang	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Abstain
4	Require Independent Board Chairman	SH	Against	Against

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Nomination of Employee Representative Director	SH	Against	Against
6	Improve Guiding Principles of Executive Compensation	SH	Against	Against

Graco Inc.

Meeting Date: 04/24/2020 **Country:** USA **Primary Security ID:** 384109104
Meeting Type: Annual **Ticker:** GGG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Patrick J. McHale	Mgmt	For	For
1b	Elect Director Lee R. Mitau	Mgmt	For	Against
1c	Elect Director Martha A. Morfitt	Mgmt	For	Against
1d	Elect Director Kevin J. Wheeler	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

South Jersey Industries, Inc.

Meeting Date: 04/24/2020 **Country:** USA **Primary Security ID:** 838518108
Meeting Type: Annual **Ticker:** SJI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sarah M. Barpoulis	Mgmt	For	For
1b	Elect Director Keith S. Campbell	Mgmt	For	For
1c	Elect Director Victor A. Fortkiewicz	Mgmt	For	For
1d	Elect Director Sheila Hartnett-Devlin	Mgmt	For	For
1e	Elect Director G. Edison Holland, Jr.	Mgmt	For	For
1f	Elect Director Sunita Holzer	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

South Jersey Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Kevin M. O'Dowd	Mgmt	For	For
1h	Elect Director Michael J. Renna	Mgmt	For	For
1i	Elect Director Joseph M. Rigby	Mgmt	For	For
1j	Elect Director Frank L. Sims	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche as Auditors	Mgmt	For	For

Fastenal Company

Meeting Date: 04/25/2020

Country: USA

Primary Security ID: 311900104

Meeting Type: Annual

Ticker: FAST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Willard D. Oberton	Mgmt	For	For
1b	Elect Director Michael J. Ancius	Mgmt	For	For
1c	Elect Director Michael J. Dolan	Mgmt	For	For
1d	Elect Director Stephen L. Eastman	Mgmt	For	For
1e	Elect Director Daniel L. Florness	Mgmt	For	For
1f	Elect Director Rita J. Heise	Mgmt	For	For
1g	Elect Director Daniel L. Johnson	Mgmt	For	For
1h	Elect Director Nicholas J. Lundquist	Mgmt	For	For
1i	Elect Director Scott A. Satterlee	Mgmt	For	For
1j	Elect Director Reyne K. Wisecup	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Prepare Employment Diversity Report	SH	Against	Abstain

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Genuine Parts Company

Meeting Date: 04/27/2020

Country: USA

Primary Security ID: 372460105

Meeting Type: Annual

Ticker: GPC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elizabeth W. Camp	Mgmt	For	For
1.2	Elect Director Richard Cox, Jr.	Mgmt	For	For
1.3	Elect Director Paul D. Donahue	Mgmt	For	For
1.4	Elect Director Gary P. Fayard	Mgmt	For	For
1.5	Elect Director P. Russell Hardin	Mgmt	For	For
1.6	Elect Director John R. Holder	Mgmt	For	For
1.7	Elect Director Donna W. Hyland	Mgmt	For	For
1.8	Elect Director John D. Johns	Mgmt	For	For
1.9	Elect Director Jean-Jacques Lafont	Mgmt	For	For
1.10	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	For	For
1.11	Elect Director Wendy B. Needham	Mgmt	For	For
1.12	Elect Director E. Jenner Wood, III	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on EEO	SH	Against	For

Raytheon Technologies Corporation

Meeting Date: 04/27/2020

Country: USA

Primary Security ID: 75513E101

Meeting Type: Annual

Ticker: RTX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd J. Austin, III	Mgmt	For	For
1b	Elect Director Gregory J. Hayes	Mgmt	For	For
1c	Elect Director Marshall O. Larsen	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Raytheon Technologies Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For
1e	Elect Director Margaret L. O'Sullivan	Mgmt	For	For
1f	Elect Director Denise L. Ramos	Mgmt	For	For
1g	Elect Director Fredric G. Reynolds	Mgmt	For	For
1h	Elect Director Brian C. Rogers	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Adopt Simple Majority Vote	SH	None	For
5	Report on Plant Closures	SH	Against	Against

Black Hills Corporation

Meeting Date: 04/28/2020 **Country:** USA **Primary Security ID:** 092113109
Meeting Type: Annual **Ticker:** BKH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tony A. Jensen	Mgmt	For	For
1.2	Elect Director Kathleen S. McAllister	Mgmt	For	For
1.3	Elect Director Rebecca B. Roberts	Mgmt	For	For
1.4	Elect Director Teresa A. Taylor	Mgmt	For	For
1.5	Elect Director John B. Vering	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

International Business Machines Corporation

Meeting Date: 04/28/2020 **Country:** USA **Primary Security ID:** 459200101
Meeting Type: Annual **Ticker:** IBM

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas Buberl	Mgmt	For	For
1.2	Elect Director Michael L. Eskew	Mgmt	For	For
1.3	Elect Director David N. Farr	Mgmt	For	For
1.4	Elect Director Alex Gorsky	Mgmt	For	For
1.5	Elect Director Michelle J. Howard	Mgmt	For	For
1.6	Elect Director Arvind Krishna	Mgmt	For	For
1.7	Elect Director Andrew N. Liveris	Mgmt	For	For
1.8	Elect Director Frederick William McNabb, III	Mgmt	For	For
1.9	Elect Director Martha E. Pollack	Mgmt	For	For
1.10	Elect Director Virginia M. Rometty	Mgmt	For	For
1.11	Elect Director Joseph R. Swedish	Mgmt	For	For
1.12	Elect Director Sidney Taurel	Mgmt	For	For
1.13	Elect Director Peter R. Voser	Mgmt	For	For
1.14	Elect Director Frederick H. Waddell	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Governing Documents to allow Removal of Directors	SH	Against	For
5	Provide Right to Act by Written Consent	SH	Against	Against
6	Require Independent Board Chairman	SH	Against	Against

Cullen/Frost Bankers, Inc.

Meeting Date: 04/29/2020 **Country:** USA **Primary Security ID:** 229899109
Meeting Type: Annual **Ticker:** CFR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Carlos Alvarez	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Cullen/Frost Bankers, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Chris M. Avery	Mgmt	For	For
1.3	Elect Director Anthony R. (Tony) Chase	Mgmt	For	For
1.4	Elect Director Cynthia J. Comparin	Mgmt	For	For
1.5	Elect Director Samuel G. Dawson	Mgmt	For	For
1.6	Elect Director Crawford H. Edwards	Mgmt	For	For
1.7	Elect Director Patrick B. Frost	Mgmt	For	For
1.8	Elect Director Phillip D. Green	Mgmt	For	For
1.9	Elect Director David J. Haemisegger	Mgmt	For	For
1.10	Elect Director Karen E. Jennings	Mgmt	For	For
1.11	Elect Director Charles W. Matthews	Mgmt	For	For
1.12	Elect Director Ida Clement Steen	Mgmt	For	For
1.13	Elect Director Graham Weston	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Kimberly-Clark Corporation

Meeting Date: 04/29/2020

Country: USA

Primary Security ID: 494368103

Meeting Type: Annual

Ticker: KMB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Abelardo E. Bru	Mgmt	For	For
1.2	Elect Director Robert W. Decherd	Mgmt	For	For
1.3	Elect Director Michael D. Hsu	Mgmt	For	For
1.4	Elect Director Mae C. Jemison	Mgmt	For	For
1.5	Elect Director S. Todd Maclin	Mgmt	For	For
1.6	Elect Director Sheryllyn S. McCoy	Mgmt	For	For
1.7	Elect Director Christa S. Quarles	Mgmt	For	For
1.8	Elect Director Ian C. Read	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Dunia A. Shive	Mgmt	For	For
1.10	Elect Director Mark T. Smucker	Mgmt	For	For
1.11	Elect Director Michael D. White	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Provide Right to Act by Written Consent	SH	Against	Against

W.W. Grainger, Inc.

Meeting Date: 04/29/2020

Country: USA

Primary Security ID: 384802104

Meeting Type: Annual

Ticker: GWW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rodney C. Adkins	Mgmt	For	Withhold
1.2	Elect Director Brian P. Anderson	Mgmt	For	For
1.3	Elect Director V. Ann Hailey	Mgmt	For	For
1.4	Elect Director Stuart L. Levenick	Mgmt	For	For
1.5	Elect Director D.G. Macpherson	Mgmt	For	For
1.6	Elect Director Neil S. Novich	Mgmt	For	For
1.7	Elect Director Beatriz R. Perez	Mgmt	For	For
1.8	Elect Director Michael J. Roberts	Mgmt	For	For
1.9	Elect Director E. Scott Santi	Mgmt	For	For
1.10	Elect Director Susan Slavik Williams	Mgmt	For	For
1.11	Elect Director Lucas E. Watson	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Church & Dwight Co., Inc.

Meeting Date: 04/30/2020

Country: USA

Primary Security ID: 171340102

Meeting Type: Annual

Ticker: CHD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James R. Craigie	Mgmt	For	For
1b	Elect Director Bradley C. Irwin	Mgmt	For	For
1c	Elect Director Penry W. Price	Mgmt	For	For
1d	Elect Director Janet S. Vergis	Mgmt	For	For
1e	Elect Director Arthur B. Winkleblack	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Provide Right to Call Special Meeting	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement to Amend Certain Provisions	Mgmt	For	For
5	Approve Advance Notice Requirement	Mgmt	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Polaris Inc.

Meeting Date: 04/30/2020

Country: USA

Primary Security ID: 731068102

Meeting Type: Annual

Ticker: PII

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director George W. Bilicic	Mgmt	For	For
1b	Elect Director Gary E. Hendrickson	Mgmt	For	For
1c	Elect Director Gwenne A. Henricks	Mgmt	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against
3	Ratify Ernst &Young LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Cincinnati Financial Corporation

Meeting Date: 05/02/2020

Country: USA

Primary Security ID: 172062101

Meeting Type: Annual

Ticker: CINF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas J. Aaron	Mgmt	For	For
1.2	Elect Director William F. Bahl	Mgmt	For	Against
1.3	Elect Director Linda W. Clement-Holmes	Mgmt	For	For
1.4	Elect Director Dirk J. Debbink	Mgmt	For	For
1.5	Elect Director Steven J. Johnston	Mgmt	For	For
1.6	Elect Director Kenneth C. Lichtendahl	Mgmt	For	Against
1.7	Elect Director Jill P. Meyer	Mgmt	For	For
1.8	Elect Director David P. Osborn	Mgmt	For	For
1.9	Elect Director Gretchen W. Price	Mgmt	For	Against
1.10	Elect Director Thomas R. Schiff	Mgmt	For	For
1.11	Elect Director Douglas S. Skidmore	Mgmt	For	For
1.12	Elect Director John F. Steele, Jr.	Mgmt	For	For
1.13	Elect Director Larry R. Webb	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Aflac Incorporated

Meeting Date: 05/04/2020

Country: USA

Primary Security ID: 001055102

Meeting Type: Annual

Ticker: AFL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	For	For
1b	Elect Director W. Paul Bowers	Mgmt	For	For
1c	Elect Director Toshihiko Fukuzawa	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Aflac Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Thomas J. Kenny	Mgmt	For	For
1e	Elect Director Georgette D. Kiser	Mgmt	For	Against
1f	Elect Director Karole F. Lloyd	Mgmt	For	For
1g	Elect Director Nobuchika Mori	Mgmt	For	For
1h	Elect Director Joseph L. Moskowitz	Mgmt	For	For
1i	Elect Director Barbara K. Rimer	Mgmt	For	For
1j	Elect Director Katherine T. Rohrer	Mgmt	For	For
1k	Elect Director Melvin T. Stith	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

Bank OZK

Meeting Date: 05/04/2020

Country: USA

Primary Security ID: 06417N103

Meeting Type: Annual

Ticker: OZK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nicholas Brown	Mgmt	For	For
1b	Elect Director Paula Cholmondeley	Mgmt	For	For
1c	Elect Director Beverly Cole	Mgmt	For	For
1d	Elect Director Robert East	Mgmt	For	For
1e	Elect Director Kathleen Franklin	Mgmt	For	For
1f	Elect Director Catherine B. Freedberg	Mgmt	For	For
1g	Elect Director Jeffrey Gearhart	Mgmt	For	For
1h	Elect Director George G. Gleason	Mgmt	For	For
1i	Elect Director Peter Kenny	Mgmt	For	For
1j	Elect Director William Koefoed, Jr.	Mgmt	For	For
1k	Elect Director Walter J. (Jack) Mullen, Jr.	Mgmt	For	For
1l	Elect Director Christopher Orndorff	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Bank OZK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1m	Elect Director John Reynolds	Mgmt	For	For
1n	Elect Director Steven Sadoff	Mgmt	For	For
1o	Elect Director Ross Whipple	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Albemarle Corporation

Meeting Date: 05/05/2020 Country: USA Primary Security ID: 012653101
Meeting Type: Annual Ticker: ALB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
2a	Elect Director Mary Lauren Brilas	Mgmt	For	For
2b	Elect Director Luther C. Kissam, IV	Mgmt	For	For
2c	Elect Director J. Kent Masters	Mgmt	For	For
2d	Elect Director Glenda J. Minor	Mgmt	For	For
2e	Elect Director James J. O'Brien	Mgmt	For	For
2f	Elect Director Diarmuid B. O'Connell	Mgmt	For	For
2g	Elect Director Dean L. Seavers	Mgmt	For	For
2h	Elect Director Gerald A. Steiner	Mgmt	For	For
2i	Elect Director Holly A. Van Deursen	Mgmt	For	Against
2j	Elect Director Alejandro D. Wolff	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Expeditors International of Washington, Inc.

Meeting Date: 05/05/2020 Country: USA Primary Security ID: 302130109
Meeting Type: Annual Ticker: EXPD

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Expeditors International of Washington, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert R. Wright	Mgmt	For	For
1.2	Elect Director Glenn M. Alger	Mgmt	For	For
1.3	Elect Director Robert P. Carlile	Mgmt	For	For
1.4	Elect Director James "Jim" M. DuBois	Mgmt	For	For
1.5	Elect Director Mark A. Emmert	Mgmt	For	For
1.6	Elect Director Diane H. Gulyas	Mgmt	For	For
1.7	Elect Director Jeffrey S. Musser	Mgmt	For	For
1.8	Elect Director Liane J. Pelletier	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For
5	Adopt a Policy on Board Diversity	SH	Against	Against

Pentair plc

Meeting Date: 05/05/2020

Country: Ireland

Primary Security ID: G7S00T104

Meeting Type: Annual

Ticker: PNR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	Mgmt	For	For
1b	Elect Director Glynis A. Bryan	Mgmt	For	For
1c	Elect Director T. Michael Glenn	Mgmt	For	For
1d	Elect Director Theodore L. Harris	Mgmt	For	For
1e	Elect Director David A. Jones	Mgmt	For	For
1f	Elect Director Michael T. Speetzen	Mgmt	For	For
1g	Elect Director John L. Stauch	Mgmt	For	For
1h	Elect Director Billie I. Williamson	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Pentair plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Authorise Issue of Equity	Mgmt	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

West Pharmaceutical Services, Inc.

Meeting Date: 05/05/2020 **Country:** USA **Primary Security ID:** 955306105
Meeting Type: Annual **Ticker:** WST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	Mgmt	For	For
1b	Elect Director William F. Feehery	Mgmt	For	For
1c	Elect Director Robert F. Friel	Mgmt	For	For
1d	Elect Director Eric M. Green	Mgmt	For	For
1e	Elect Director Thomas W. Hofmann	Mgmt	For	For
1f	Elect Director Paula A. Johnson	Mgmt	For	For
1g	Elect Director Deborah L. V. Keller	Mgmt	For	For
1h	Elect Director Myla P. Lai-Goldman	Mgmt	For	For
1i	Elect Director Douglas A. Michels	Mgmt	For	For
1j	Elect Director Paolo Pucci	Mgmt	For	For
1k	Elect Director Patrick J. Zenner	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Increase Authorized Common Stock	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

AptarGroup, Inc.

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 038336103

Meeting Type: Annual

Ticker: ATR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director George L. Fotiades	Mgmt	For	For
1b	Elect Director B. Craig Owens	Mgmt	For	For
1c	Elect Director Joanne C. Smith	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Brown & Brown, Inc.

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 115236101

Meeting Type: Annual

Ticker: BRO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	Mgmt	For	Withhold
1.2	Elect Director Samuel P. Bell, III	Mgmt	For	Withhold
1.3	Elect Director Hugh M. Brown	Mgmt	For	For
1.4	Elect Director J. Powell Brown	Mgmt	For	For
1.5	Elect Director Lawrence L. Gellerstedt, III	Mgmt	For	For
1.6	Elect Director James C. Hays	Mgmt	For	Withhold
1.7	Elect Director Theodore J. Hoepner	Mgmt	For	Withhold
1.8	Elect Director James S. Hunt	Mgmt	For	For
1.9	Elect Director Toni Jennings	Mgmt	For	For
1.10	Elect Director Timothy R.M. Main	Mgmt	For	For
1.11	Elect Director H. Palmer Proctor, Jr.	Mgmt	For	For
1.12	Elect Director Wendell S. Reilly	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Brown & Brown, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.13	Elect Director Chilton D. Varner	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Carlisle Companies Incorporated

Meeting Date: 05/06/2020 **Country:** USA **Primary Security ID:** 142339100
Meeting Type: Annual **Ticker:** CSL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert G. Bohn	Mgmt	For	For
1.2	Elect Director Gregg A. Ostrander	Mgmt	For	For
1.3	Elect Director Jesse G. Singh	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Essential Utilities, Inc.

Meeting Date: 05/06/2020 **Country:** USA **Primary Security ID:** 29670G102
Meeting Type: Annual **Ticker:** WTRG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elizabeth B. Amato	Mgmt	For	For
1.2	Elect Director Nicholas DeBenedictis	Mgmt	For	For
1.3	Elect Director Christopher H. Franklin	Mgmt	For	For
1.4	Elect Director Wendy A. Franks	Mgmt	For	For
1.5	Elect Director Daniel J. Hilferty	Mgmt	For	For
1.6	Elect Director Francis O. Idehen	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Essential Utilities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Ellen T. Ruff	Mgmt	For	For
1.8	Elect Director Lee C. Stewart	Mgmt	For	For
1.9	Elect Director Christopher C. Womack	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For	For
5	Increase Authorized Common Stock	Mgmt	For	For

Eversource Energy

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 30040W108

Meeting Type: Annual

Ticker: ES

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	Mgmt	For	For
1.2	Elect Director James S. DiStasio	Mgmt	For	For
1.3	Elect Director Francis A. Doyle	Mgmt	For	For
1.4	Elect Director Linda Dorcena Forry	Mgmt	For	For
1.5	Elect Director James J. Judge	Mgmt	For	For
1.6	Elect Director John Y. Kim	Mgmt	For	For
1.7	Elect Director Kenneth R. Leibler	Mgmt	For	For
1.8	Elect Director David H. Long	Mgmt	For	For
1.9	Elect Director William C. Van Faasen	Mgmt	For	For
1.10	Elect Director Frederica M. Williams	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Federal Realty Investment Trust

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 313747206

Meeting Type: Annual

Ticker: FRT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jon E. Bortz	Mgmt	For	For
1.2	Elect Director David W. Faeder	Mgmt	For	For
1.3	Elect Director Elizabeth I. Holland	Mgmt	For	For
1.4	Elect Director Mark S. Ordan	Mgmt	For	For
1.5	Elect Director Gail P. Steinel	Mgmt	For	For
1.6	Elect Director Joseph S. Vassalluzzo	Mgmt	For	For
1.7	Elect Director Donald C. Wood	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Abstain
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For

General Dynamics Corporation

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 369550108

Meeting Type: Annual

Ticker: GD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James S. Crown	Mgmt	For	For
1b	Elect Director Rudy F. deLeon	Mgmt	For	For
1c	Elect Director Cecil D. Haney	Mgmt	For	For
1d	Elect Director Mark M. Malcolm	Mgmt	For	For
1e	Elect Director James N. Mattis	Mgmt	For	For
1f	Elect Director Phebe N. Novakovic	Mgmt	For	For
1g	Elect Director C. Howard Nye	Mgmt	For	For
1h	Elect Director William A. Osborn	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

General Dynamics Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Catherine B. Reynolds	Mgmt	For	For
1j	Elect Director Laura J. Schumacher	Mgmt	For	For
1k	Elect Director John G. Stratton	Mgmt	For	For
1l	Elect Director Peter A. Wall	Mgmt	For	For
2	Ratify KPMG LLP as Auditor	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against

PepsiCo, Inc.

Meeting Date: 05/06/2020 **Country:** USA **Primary Security ID:** 713448108
Meeting Type: Annual **Ticker:** PEP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Shona L. Brown	Mgmt	For	For
1b	Elect Director Cesar Conde	Mgmt	For	For
1c	Elect Director Ian Cook	Mgmt	For	For
1d	Elect Director Dina Dublon	Mgmt	For	For
1e	Elect Director Richard W. Fisher	Mgmt	For	For
1f	Elect Director Michelle Gass	Mgmt	For	For
1g	Elect Director Ramon L. Laguarta	Mgmt	For	For
1h	Elect Director David C. Page	Mgmt	For	For
1i	Elect Director Robert C. Pohlad	Mgmt	For	For
1j	Elect Director Daniel Vasella	Mgmt	For	For
1k	Elect Director Darren Walker	Mgmt	For	For
1l	Elect Director Alberto Weisser	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against
5	Report on Sugar and Public Health	SH	Against	Against

Archer-Daniels-Midland Company

Meeting Date: 05/07/2020 **Country:** USA **Primary Security ID:** 039483102
Meeting Type: Annual **Ticker:** ADM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael S. Burke	Mgmt	For	For
1b	Elect Director Terrell K. Crews	Mgmt	For	For
1c	Elect Director Pierre Dufour	Mgmt	For	For
1d	Elect Director Donald E. Felsing	Mgmt	For	For
1e	Elect Director Suzan F. Harrison	Mgmt	For	For
1f	Elect Director Juan R. Luciano	Mgmt	For	For
1g	Elect Director Patrick J. Moore	Mgmt	For	For
1h	Elect Director Francisco J. Sanchez	Mgmt	For	For
1i	Elect Director Debra A. Sandler	Mgmt	For	For
1j	Elect Director Lei Z. Schlitz	Mgmt	For	For
1k	Elect Director Kelvin R. Westbrook	Mgmt	For	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For

C.H. Robinson Worldwide, Inc.

Meeting Date: 05/07/2020 **Country:** USA **Primary Security ID:** 12541W209
Meeting Type: Annual **Ticker:** CHRW

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

C.H. Robinson Worldwide, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott P. Anderson	Mgmt	For	For
1.2	Elect Director Robert C. Biesterfeld, Jr.	Mgmt	For	For
1.3	Elect Director Wayne M. Fortun	Mgmt	For	For
1.4	Elect Director Timothy C. Gokey	Mgmt	For	For
1.5	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For
1.6	Elect Director Jodee A. Kozlak	Mgmt	For	For
1.7	Elect Director Brian P. Short	Mgmt	For	For
1.8	Elect Director James B. Stake	Mgmt	For	For
1.9	Elect Director Paula C. Tolliver	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Ecolab Inc.

Meeting Date: 05/07/2020 **Country:** USA **Primary Security ID:** 278865100
Meeting Type: Annual **Ticker:** ECL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For
1b	Elect Director Shari L. Ballard	Mgmt	For	For
1c	Elect Director Barbara J. Beck	Mgmt	For	For
1d	Elect Director Jeffrey M. Ettinger	Mgmt	For	For
1e	Elect Director Arthur J. Higgins	Mgmt	For	Against
1f	Elect Director Michael Larson	Mgmt	For	Against
1g	Elect Director David W. MacLennan	Mgmt	For	For
1h	Elect Director Tracy B. McKibben	Mgmt	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Victoria J. Reich	Mgmt	For	For
1k	Elect Director Suzanne M. Vautrinot	Mgmt	For	For
1l	Elect Director John J. Zillmer	Mgmt	For	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Proxy Access Right	SH	Against	Against

RLI Corp.

Meeting Date: 05/07/2020 **Country:** USA **Primary Security ID:** 749607107
Meeting Type: Annual **Ticker:** RLI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kaj Ahlmann	Mgmt	For	For
1.2	Elect Director Michael E. Angelina	Mgmt	For	For
1.3	Elect Director John T. Baily	Mgmt	For	For
1.4	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For
1.5	Elect Director David B. Duclos	Mgmt	For	For
1.6	Elect Director Susan S. Fleming	Mgmt	For	For
1.7	Elect Director Jordan W. Graham	Mgmt	For	For
1.8	Elect Director Jonathan E. Michael	Mgmt	For	For
1.9	Elect Director Robert P. Restrepo, Jr.	Mgmt	For	For
1.10	Elect Director Debbie S. Roberts	Mgmt	For	For
1.11	Elect Director Michael J. Stone	Mgmt	For	For
2	Increase Authorized Common Stock	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

AbbVie Inc.

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 00287Y109

Meeting Type: Annual

Ticker: ABBV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For
1.2	Elect Director Edward M. Liddy	Mgmt	For	For
1.3	Elect Director Melody B. Meyer	Mgmt	For	For
1.4	Elect Director Frederick H. Waddell	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Against
6	Require Independent Board Chairman	SH	Against	Against
7	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Against	Against

Colgate-Palmolive Company

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 194162103

Meeting Type: Annual

Ticker: CL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For
1b	Elect Director John T. Cahill	Mgmt	For	For
1c	Elect Director Lisa M. Edwards	Mgmt	For	For
1d	Elect Director Helene D. Gayle	Mgmt	For	For
1e	Elect Director C. Martin Harris	Mgmt	For	Against
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For
1g	Elect Director Lorrie M. Norrington	Mgmt	For	Against
1h	Elect Director Michael B. Polk	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Stephen I. Sadove	Mgmt	For	Against
1j	Elect Director Noel R. Wallace	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Require Independent Board Chairman	SH	Against	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against

Dover Corporation

Meeting Date: 05/08/2020 **Country:** USA **Primary Security ID:** 260003108
Meeting Type: Annual **Ticker:** DOV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director H. John Gilbertson, Jr.	Mgmt	For	For
1b	Elect Director Kristiane C. Graham	Mgmt	For	For
1c	Elect Director Michael F. Johnston	Mgmt	For	For
1d	Elect Director Eric A. Spiegel	Mgmt	For	For
1e	Elect Director Richard J. Tobin	Mgmt	For	For
1f	Elect Director Stephen M. Todd	Mgmt	For	For
1g	Elect Director Stephen K. Wagner	Mgmt	For	For
1h	Elect Director Keith E. Wandell	Mgmt	For	For
1i	Elect Director Mary A. Winston	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Provide Right to Act by Written Consent	SH	Against	Against

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Franklin Electric Co., Inc.

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 353514102

Meeting Type: Annual

Ticker: FELE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David T. Brown	Mgmt	For	For
1b	Elect Director Victor D. Grizzle	Mgmt	For	For
1c	Elect Director Thomas R. VerHage	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Illinois Tool Works Inc.

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 452308109

Meeting Type: Annual

Ticker: ITW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For
1b	Elect Director Susan Crown	Mgmt	For	For
1c	Elect Director James W. Griffith	Mgmt	For	For
1d	Elect Director Jay L. Henderson	Mgmt	For	For
1e	Elect Director Richard H. Lenny	Mgmt	For	For
1f	Elect Director E. Scott Santi	Mgmt	For	For
1g	Elect Director David B. Smith, Jr.	Mgmt	For	For
1h	Elect Director Pamela B. Strobel	Mgmt	For	For
1i	Elect Director Kevin M. Warren	Mgmt	For	For
1j	Elect Director Anne D. Williams	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Provide Right to Act by Written Consent	SH	Against	Against

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

3M Company

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 88579Y101

Meeting Type: Annual

Ticker: MMM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For
1b	Elect Director Pamela J. Craig	Mgmt	For	For
1c	Elect Director David B. Dillon	Mgmt	For	For
1d	Elect Director Michael L. Eskew	Mgmt	For	Against
1e	Elect Director Herbert L. Henkel	Mgmt	For	For
1f	Elect Director Amy E. Hood	Mgmt	For	For
1g	Elect Director Muhtar Kent	Mgmt	For	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For
1i	Elect Director Gregory R. Page	Mgmt	For	Against
1j	Elect Director Michael F. Roman	Mgmt	For	For
1k	Elect Director Patricia A. Woertz	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against

Essex Property Trust, Inc.

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 297178105

Meeting Type: Annual

Ticker: ESS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Keith R. Guericke	Mgmt	For	For
1.2	Elect Director Maria R. Hawthorne	Mgmt	For	For
1.3	Elect Director Amal M. Johnson	Mgmt	For	For
1.4	Elect Director Mary Kasaris	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Essex Property Trust, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Irving F. Lyons, III	Mgmt	For	For
1.6	Elect Director George M. Marcus	Mgmt	For	For
1.7	Elect Director Thomas E. Robinson	Mgmt	For	For
1.8	Elect Director Michael J. Schall	Mgmt	For	For
1.9	Elect Director Byron A. Scordelis	Mgmt	For	For
2	Ratify KPMG LLP as Auditor	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

MDU Resources Group, Inc.

Meeting Date: 05/12/2020 **Country:** USA **Primary Security ID:** 552690109
Meeting Type: Annual **Ticker:** MDU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas Everist	Mgmt	For	For
1b	Elect Director Karen B. Fagg	Mgmt	For	For
1c	Elect Director David L. Goodin	Mgmt	For	For
1d	Elect Director Mark A. Hellerstein	Mgmt	For	For
1e	Elect Director Dennis W. Johnson	Mgmt	For	For
1f	Elect Director Patricia L. Moss	Mgmt	For	For
1g	Elect Director Edward A. Ryan	Mgmt	For	For
1h	Elect Director David M. Sparby	Mgmt	For	For
1i	Elect Director Chenxi Wang	Mgmt	For	For
1j	Elect Director John K. Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

MSA Safety Incorporated

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 553498106

Meeting Type: Annual

Ticker: MSA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William M. Lambert	Mgmt	For	Withhold
1.2	Elect Director Diane M. Pearse	Mgmt	For	For
1.3	Elect Director Nishan J. Vartanian	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

National Retail Properties, Inc.

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 637417106

Meeting Type: Annual

Ticker: NNN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Pamela K. Beall	Mgmt	For	For
1.2	Elect Director Steven D. Cosler	Mgmt	For	For
1.3	Elect Director Don DeFosset	Mgmt	For	Withhold
1.4	Elect Director David M. Fick	Mgmt	For	For
1.5	Elect Director Edward J. Fritsch	Mgmt	For	For
1.6	Elect Director Kevin B. Habicht	Mgmt	For	For
1.7	Elect Director Betsy D. Holden	Mgmt	For	For
1.8	Elect Director Julian E. Whitehurst	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Realty Income Corporation

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 756109104

Meeting Type: Annual

Ticker: O

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kathleen R. Allen	Mgmt	For	For
1b	Elect Director A. Larry Chapman	Mgmt	For	For
1c	Elect Director Reginald H. Gilyard	Mgmt	For	For
1d	Elect Director Priya Cherian Huskins	Mgmt	For	For
1e	Elect Director Christie B. Kelly	Mgmt	For	For
1f	Elect Director Gerardo I. Lopez	Mgmt	For	Against
1g	Elect Director Michael D. McKee	Mgmt	For	For
1h	Elect Director Gregory T. McLaughlin	Mgmt	For	For
1i	Elect Director Ronald L. Merriman	Mgmt	For	For
1j	Elect Director Sumit Roy	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

T. Rowe Price Group, Inc.

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 74144T108

Meeting Type: Annual

Ticker: TROW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	Mgmt	For	For
1b	Elect Director Mary K. Bush	Mgmt	For	Against
1c	Elect Director Dina Dublon	Mgmt	For	For
1d	Elect Director Freeman A. Hrabowski, III	Mgmt	For	For
1e	Elect Director Robert F. MacLellan	Mgmt	For	For
1f	Elect Director Olympia J. Snowe	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

T. Rowe Price Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Robert J. Stevens	Mgmt	For	For
1h	Elect Director William J. Stromberg	Mgmt	For	For
1i	Elect Director Richard R. Verma	Mgmt	For	For
1j	Elect Director Sandra S. Wijnberg	Mgmt	For	For
1k	Elect Director Alan D. Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Report on and Assess Proxy Voting Policies in Relation to Climate Change Position	SH	Against	Against

United Bankshares, Inc.

Meeting Date: 05/12/2020 **Country:** USA **Primary Security ID:** 909907107
Meeting Type: Annual **Ticker:** UBSI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard M. Adams	Mgmt	For	For
1.2	Elect Director Peter A. Converse	Mgmt	For	For
1.3	Elect Director Michael P. Fitzgerald	Mgmt	For	For
1.4	Elect Director Theodore J. Georgelas	Mgmt	For	For
1.5	Elect Director J. Paul McNamara	Mgmt	For	Withhold
1.6	Elect Director Mark R. Nesselroad	Mgmt	For	For
1.7	Elect Director Jerold L. Rexroad	Mgmt	For	For
1.8	Elect Director Albert H. Small, Jr.	Mgmt	For	For
1.9	Elect Director Mary K. Weddle	Mgmt	For	For
1.10	Elect Director Gary G. White	Mgmt	For	For
1.11	Elect Director P. Clinton Winter	Mgmt	For	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

United Bankshares, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Approve Omnibus Stock Plan	Mgmt	For	For

S&P Global Inc.

Meeting Date: 05/13/2020 **Country:** USA **Primary Security ID:** 78409V104
Meeting Type: Annual **Ticker:** SPGI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For
1.2	Elect Director William J. Amelio	Mgmt	For	For
1.3	Elect Director William D. Green	Mgmt	For	Against
1.4	Elect Director Charles E. Haldeman, Jr.	Mgmt	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For
1.6	Elect Director Rebecca J. Jacoby	Mgmt	For	For
1.7	Elect Director Monique F. Leroux	Mgmt	For	Against
1.8	Elect Director Maria R. Morris	Mgmt	For	For
1.9	Elect Director Douglas L. Peterson	Mgmt	For	For
1.10	Elect Director Edward B. Rust, Jr.	Mgmt	For	For
1.11	Elect Director Kurt L. Schmoke	Mgmt	For	For
1.12	Elect Director Richard E. Thornburgh	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Provide Directors May Be Removed With or Without Cause	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Nucor Corporation

Meeting Date: 05/14/2020 **Country:** USA **Primary Security ID:** 670346105
Meeting Type: Annual **Ticker:** NUE

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Nucor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lloyd J. Austin, III	Mgmt	For	For
1.2	Elect Director Patrick J. Dempsey	Mgmt	For	For
1.3	Elect Director Christopher J. Kearney	Mgmt	For	For
1.4	Elect Director Laurette T. Koellner	Mgmt	For	Withhold
1.5	Elect Director Joseph D. Rupp	Mgmt	For	Withhold
1.6	Elect Director Leon J. Topalian	Mgmt	For	For
1.7	Elect Director John H. Walker	Mgmt	For	For
1.8	Elect Director Nadja Y. West	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Amend Omnibus Stock Plan	Mgmt	For	For

Leggett & Platt, Incorporated

Meeting Date: 05/15/2020 **Country:** USA **Primary Security ID:** 524660107
Meeting Type: Annual **Ticker:** LEG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For
1b	Elect Director Robert E. Brunner	Mgmt	For	For
1c	Elect Director Mary Campbell	Mgmt	For	For
1d	Elect Director J. Mitchell Dolloff	Mgmt	For	For
1e	Elect Director Manuel A. Fernandez	Mgmt	For	For
1f	Elect Director Karl G. Glassman	Mgmt	For	For
1g	Elect Director Joseph W. McClanathan	Mgmt	For	For
1h	Elect Director Judy C. Odom	Mgmt	For	For
1i	Elect Director Srikanth Padmanabhan	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Leggett & Platt, Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Jai Shah	Mgmt	For	For
1k	Elect Director Phoebe A. Wood	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

nVent Electric plc

Meeting Date: 05/15/2020 **Country:** Ireland **Primary Security ID:** G6700G107
Meeting Type: Annual **Ticker:** NVT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brian M. Baldwin *Withdrawn*	Mgmt		
1b	Elect Director Jerry W. Burris	Mgmt	For	For
1c	Elect Director Susan M. Cameron	Mgmt	For	For
1d	Elect Director Michael L. Ducker	Mgmt	For	For
1e	Elect Director Randall J. Hogan	Mgmt	For	For
1f	Elect Director Ronald L. Merriman	Mgmt	For	For
1g	Elect Director Nicola T. Palmer	Mgmt	For	For
1h	Elect Director Herbert K. Parker	Mgmt	For	For
1i	Elect Director Beth A. Wozniak	Mgmt	For	For
1j	Elect Director Jacqueline Wright	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Authorize Price Range for Reissuance of Treasury Shares	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Consolidated Edison, Inc.

Meeting Date: 05/18/2020

Country: USA

Primary Security ID: 209115104

Meeting Type: Annual

Ticker: ED

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director George Campbell, Jr.	Mgmt	For	For
1.2	Elect Director Ellen V. Futter	Mgmt	For	For
1.3	Elect Director John F. Killian	Mgmt	For	For
1.4	Elect Director John McAvoy	Mgmt	For	For
1.5	Elect Director William J. Mulrow	Mgmt	For	Against
1.6	Elect Director Armando J. Olivera	Mgmt	For	For
1.7	Elect Director Michael W. Ranger	Mgmt	For	For
1.8	Elect Director Linda S. Sanford	Mgmt	For	For
1.9	Elect Director Deirdre Stanley	Mgmt	For	For
1.10	Elect Director L. Frederick Sutherland	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

RenaissanceRe Holdings Ltd.

Meeting Date: 05/18/2020

Country: Bermuda

Primary Security ID: G7496G103

Meeting Type: Annual

Ticker: RNR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David C. Bushnell	Mgmt	For	For
1b	Elect Director James L. Gibbons	Mgmt	For	For
1c	Elect Director Jean D. Hamilton	Mgmt	For	For
1d	Elect Director Anthony M. Santomero	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

RenaissanceRe Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Ernst & Young Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For

American States Water Company

Meeting Date: 05/19/2020 Country: USA Primary Security ID: 029899101
Meeting Type: Annual Ticker: AWR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John R. Fielder	Mgmt	For	For
1.2	Elect Director C. James Levin	Mgmt	For	For
1.3	Elect Director Janice F. Wilkins	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Chubb Limited

Meeting Date: 05/20/2020 Country: Switzerland Primary Security ID: H1467J104
Meeting Type: Annual Ticker: CB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For
5.2	Elect Director Michael G. Atieh	Mgmt	For	For
5.3	Elect Director Sheila P. Burke	Mgmt	For	For
5.4	Elect Director James I. Cash	Mgmt	For	For
5.5	Elect Director Mary Cirillo	Mgmt	For	For
5.6	Elect Director Michael P. Connors	Mgmt	For	For
5.7	Elect Director John A. Edwardson	Mgmt	For	For
5.8	Elect Director Robert J. Hugin	Mgmt	For	For
5.9	Elect Director Robert W. Scully	Mgmt	For	For
5.10	Elect Director Eugene B. Shanks, Jr.	Mgmt	For	For
5.11	Elect Director Theodore E. Shasta	Mgmt	For	For
5.12	Elect Director David H. Sidwell	Mgmt	For	For
5.13	Elect Director Olivier Steimer	Mgmt	For	For
5.14	Elect Director Frances F. Townsend	Mgmt	For	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	For
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For
7.2	Elect Mary Cirillo as Member of the Compensation Committee	Mgmt	For	For
7.3	Elect John A. Edwardson as Member of the Compensation Committee	Mgmt	For	For
7.4	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For
9	Issue Shares Without Preemptive Rights	Mgmt	For	For
10	Approve CHF 52,613,190.00 Reduction in Share Capital via Cancellation in Nominal Value of CHF 24.15 each	Mgmt	For	For
11.1	Approve the Maximum Aggregate Remuneration of Directors	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.2	Approve Remuneration of Executive Management in the Amount of USD 46 Million for Fiscal 2021	Mgmt	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against

Community Bank System, Inc.

Meeting Date: 05/20/2020 Country: USA Primary Security ID: 203607106
Meeting Type: Annual Ticker: CBU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	If Proposal 2 is Approved Vote for the following Directors below	Mgmt		
1a	Elect Director Brian R. Ace	Mgmt	For	For
1b	Elect Director Mark J. Bolus	Mgmt	For	For
1c	Elect Director Jeffrey L. Davis	Mgmt	For	For
1d	Elect Director Neil E. Fesette	Mgmt	For	For
1e	Elect Director Michael R. Kallet	Mgmt	For	For
1f	Elect Director Kerrie D. MacPherson	Mgmt	For	For
1g	Elect Director John Parente	Mgmt	For	For
1h	Elect Director Raymond C. Pecor, III	Mgmt	For	For
1i	Elect Director Sally A. Steele	Mgmt	For	For
1j	Elect Director Eric E. Stickels	Mgmt	For	For
1k	Elect Director Mark E. Tryniski	Mgmt	For	For
1l	Elect Director John F. Whipple, Jr.	Mgmt	For	For
	If Proposal 2 is not Approved Vote for the following Directors below	Mgmt		
1m	Elect Director Brian R. Ace	Mgmt	For	For
1n	Elect Director Michael R. Kallet	Mgmt	For	For
1o	Elect Director John Parente	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Community Bank System, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1p	Elect Director John F. Whipple, Jr.	Mgmt	For	For
2	Declassify the Board of Directors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Ross Stores, Inc.

Meeting Date: 05/20/2020 **Country:** USA **Primary Security ID:** 778296103
Meeting Type: Annual **Ticker:** ROST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael Balmuth	Mgmt	For	For
1b	Elect Director K. Gunnar Bjorklund	Mgmt	For	Against
1c	Elect Director Michael J. Bush	Mgmt	For	Against
1d	Elect Director Norman A. Ferber	Mgmt	For	For
1e	Elect Director Sharon D. Garrett	Mgmt	For	Against
1f	Elect Director Stephen D. Milligan	Mgmt	For	For
1g	Elect Director Patricia H. Mueller	Mgmt	For	For
1h	Elect Director George P. Orban	Mgmt	For	Against
1i	Elect Director Gregory L. Quesnel	Mgmt	For	For
1j	Elect Director Larree M. Renda	Mgmt	For	For
1k	Elect Director Barbara Rentler	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

McDonald's Corporation

Meeting Date: 05/21/2020 **Country:** USA **Primary Security ID:** 580135101
Meeting Type: Annual **Ticker:** MCD

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd Dean	Mgmt	For	For
1b	Elect Director Robert Eckert	Mgmt	For	Against
1c	Elect Director Catherine Engelbert	Mgmt	For	For
1d	Elect Director Margaret Georgiadis	Mgmt	For	For
1e	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For
1f	Elect Director Christopher Kempczinski	Mgmt	For	For
1g	Elect Director Richard Lenny	Mgmt	For	For
1h	Elect Director John Mulligan	Mgmt	For	For
1i	Elect Director Sheila Penrose	Mgmt	For	For
1j	Elect Director John Rogers, Jr.	Mgmt	For	For
1k	Elect Director Paul Walsh	Mgmt	For	Against
1l	Elect Director Miles White	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against
6	Report on Sugar and Public Health	SH	Against	Against

NextEra Energy, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 65339F101

Meeting Type: Annual

Ticker: NEE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sherry S. Barrat	Mgmt	For	For
1b	Elect Director James L. Camaren	Mgmt	For	For
1c	Elect Director Kenneth B. Dunn	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Naren K. Gursahaney	Mgmt	For	For
1e	Elect Director Kirk S. Hachigian	Mgmt	For	For
1f	Elect Director Toni Jennings	Mgmt	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For
1h	Elect Director David L. Porges	Mgmt	For	For
1i	Elect Director James L. Robo	Mgmt	For	For
1j	Elect Director Rudy E. Schupp	Mgmt	For	For
1k	Elect Director John L. Skolds	Mgmt	For	For
1l	Elect Director William H. Swanson	Mgmt	For	For
1m	Elect Director Darryl L. Wilson	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Political Contributions	SH	Against	Against
5	Provide Right to Act by Written Consent	SH	Against	Against

People's United Financial, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 712704105

Meeting Type: Annual

Ticker: PBCT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John P. Barnes	Mgmt	For	For
1b	Elect Director Collin P. Baron	Mgmt	For	For
1c	Elect Director George P. Carter	Mgmt	For	Against
1d	Elect Director Jane Chwick	Mgmt	For	For
1e	Elect Director William F. Cruger, Jr.	Mgmt	For	For
1f	Elect Director John K. Dwight	Mgmt	For	For
1g	Elect Director Jerry Franklin	Mgmt	For	Against
1h	Elect Director Janet M. Hansen	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

People's United Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Nancy McAllister	Mgmt	For	For
1j	Elect Director Mark W. Richards	Mgmt	For	For
1k	Elect Director Kirk W. Walters	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

Telephone and Data Systems, Inc.

Meeting Date: 05/21/2020 **Country:** USA **Primary Security ID:** 879433829
Meeting Type: Annual **Ticker:** TDS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Clarence A. Davis	Mgmt	For	For
1.2	Elect Director George W. Off	Mgmt	For	Withhold
1.3	Elect Director Wade Oosterman	Mgmt	For	For
1.4	Elect Director Gary L. Sugarman	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For

Old Republic International Corporation

Meeting Date: 05/22/2020 **Country:** USA **Primary Security ID:** 680223104
Meeting Type: Annual **Ticker:** ORI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles J. Kovaleski	Mgmt	For	Withhold

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Old Republic International Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Craig R. Smiddy	Mgmt	For	For
1.3	Elect Director Arnold L. Steiner	Mgmt	For	Withhold
1.4	Elect Director Fredricka Taubitz	Mgmt	For	Withhold
1.5	Elect Director Aldo C. Zucaro	Mgmt	For	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

California Water Service Group

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 130788102

Meeting Type: Annual

Ticker: CWT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory E. Aliff	Mgmt	For	For
1b	Elect Director Terry P. Bayer	Mgmt	For	For
1c	Elect Director Shelly M. Esque	Mgmt	For	For
1d	Elect Director Martin A. Kropelnicki	Mgmt	For	For
1e	Elect Director Thomas M. Krummel	Mgmt	For	For
1f	Elect Director Richard P. Magnuson	Mgmt	For	For
1g	Elect Director Scott L. Morris	Mgmt	For	For
1h	Elect Director Peter C. Nelson	Mgmt	For	For
1i	Elect Director Carol M. Pottenger	Mgmt	For	For
1j	Elect Director Lester A. Snow	Mgmt	For	For
1k	Elect Director Patricia K. Wagner	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Chevron Corporation

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 166764100

Meeting Type: Annual

Ticker: CVX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For
1b	Elect Director John B. Frank	Mgmt	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For
1e	Elect Director Charles W. Moorman, IV	Mgmt	For	For
1f	Elect Director Dambisa F. Moyo	Mgmt	For	For
1g	Elect Director Debra Reed-Klages	Mgmt	For	For
1h	Elect Director Ronald D. Sugar	Mgmt	For	Against
1i	Elect Director D. James Umpleby, III	Mgmt	For	For
1j	Elect Director Michael K. Wirth	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against
5	Establish Board Committee on Climate Risk	SH	Against	Against
6	Report on Climate Lobbying Aligned with Paris Agreement Goals	SH	Against	Abstain
7	Report on Petrochemical Risk	SH	Against	Abstain
8	Report on Human Rights Practices	SH	Against	Against
9	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against
10	Require Independent Board Chair	SH	Against	Against

Exxon Mobil Corporation

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 30231G102

Meeting Type: Annual

Ticker: XOM

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Susan K. Avery	Mgmt	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	For
1.3	Elect Director Ursula M. Burns	Mgmt	For	For
1.4	Elect Director Kenneth C. Frazier	Mgmt	For	For
1.5	Elect Director Joseph L. Hooley	Mgmt	For	For
1.6	Elect Director Steven A. Kandarian	Mgmt	For	For
1.7	Elect Director Douglas R. Oberhelman	Mgmt	For	For
1.8	Elect Director Samuel J. Palmisano	Mgmt	For	For
1.9	Elect Director William C. Weldon	Mgmt	For	For
1.10	Elect Director Darren W. Woods	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Require Independent Board Chair	SH	Against	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against
6	Report on Costs & Benefits of Climate-Related Expenditures	SH	Against	Against
7	Report on Risks of Petrochemical Operations in Flood Prone Areas	SH	Against	For
8	Report on Political Contributions	SH	Against	Against
9	Report on Lobbying Payments and Policy	SH	Against	Abstain

Northwest Natural Holding Company

Meeting Date: 05/28/2020 **Country:** USA **Primary Security ID:** 66765N105
Meeting Type: Annual **Ticker:** NWN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David H. Anderson	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Northwest Natural Holding Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Martha L. "Stormy" Byorum	Mgmt	For	Withhold
1.3	Elect Director John D. Carter	Mgmt	For	Withhold
1.4	Elect Director C. Scott Gibson	Mgmt	For	Withhold
1.5	Elect Director Monica Enand	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Lowe's Companies, Inc.

Meeting Date: 05/29/2020 **Country:** USA **Primary Security ID:** 548661107
Meeting Type: Annual **Ticker:** LOW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For
1.3	Elect Director Angela F. Braly	Mgmt	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	Withhold
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For
1.8	Elect Director Brian C. Rogers	Mgmt	For	For
1.9	Elect Director Bertram L. Scott	Mgmt	For	For
1.10	Elect Director Lisa W. Wardell	Mgmt	For	For
1.11	Elect Director Eric C. Wiseman	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	For	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Lowe's Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against

SEI Investments Company

Meeting Date: 06/03/2020 Country: USA Primary Security ID: 784117103
Meeting Type: Annual Ticker: SEIC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sarah W. Blumenstein	Mgmt	For	Against
1b	Elect Director Kathryn M. McCarthy	Mgmt	For	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For

Walmart Inc.

Meeting Date: 06/03/2020 Country: USA Primary Security ID: 931142103
Meeting Type: Annual Ticker: WMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For
1c	Elect Director Sarah J. Friar	Mgmt	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	For
1e	Elect Director Thomas W. Horton	Mgmt	For	For
1f	Elect Director Marissa A. Mayer	Mgmt	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For
1h	Elect Director Gregory B. Penner	Mgmt	For	Against

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Steven S Reinemund	Mgmt	For	For
1j	Elect Director S. Robson Walton	Mgmt	For	Against
1k	Elect Director Steuart L. Walton	Mgmt	For	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
5	Report on Impacts of Single-Use Plastic Bags	SH	Against	For
6	Report on Supplier Antibiotics Use Standards	SH	Against	Against
7	Adopt Policy to Include Hourly Associates as Director Candidates	SH	Against	Against
8	Report on Strengthening Prevention of Workplace Sexual Harassment	SH	Against	Against

Roper Technologies, Inc.

Meeting Date: 06/08/2020

Country: USA

Primary Security ID: 776696106

Meeting Type: Annual

Ticker: ROP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	For	For
1.2	Elect Director Amy Woods Brinkley	Mgmt	For	For
1.3	Elect Director John F. Fort, III	Mgmt	For	For
1.4	Elect Director L. Neil Hunn	Mgmt	For	For
1.5	Elect Director Robert D. Johnson	Mgmt	For	For
1.6	Elect Director Robert E. Knowling, Jr.	Mgmt	For	For
1.7	Elect Director Wilbur J. Prezzano	Mgmt	For	For
1.8	Elect Director Laura G. Thatcher	Mgmt	For	For
1.9	Elect Director Richard F. Wallman	Mgmt	For	For
1.10	Elect Director Christopher Wright	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Abstain

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Roper Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Approve Non-Employee Director Compensation Plan	Mgmt	For	For

The TJX Companies, Inc.

Meeting Date: 06/09/2020 Country: USA Primary Security ID: 872540109
Meeting Type: Annual Ticker: TJX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	For	For
1b	Elect Director Alan M. Bennett	Mgmt	For	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For
1d	Elect Director David T. Ching	Mgmt	For	For
1e	Elect Director Ernie Herrman	Mgmt	For	For
1f	Elect Director Michael F. Hines	Mgmt	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For
1j	Elect Director John F. O'Brien	Mgmt	For	For
1k	Elect Director Willow B. Shire	Mgmt	For	For
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Reduction of Chemical Footprint	SH	Against	For
5	Report on Animal Welfare	SH	Against	Against
6	Report on Pay Disparity	SH	Against	Against
7	Stock Retention/Holding Period	SH	Against	Against

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Caterpillar Inc.

Meeting Date: 06/10/2020

Country: USA

Primary Security ID: 149123101

Meeting Type: Annual

Ticker: CAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kelly A. Ayotte	Mgmt	For	For
1.2	Elect Director David L. Calhoun	Mgmt	For	For
1.3	Elect Director Daniel M. Dickinson	Mgmt	For	For
1.4	Elect Director Juan Gallardo	Mgmt	For	For
1.5	Elect Director William A. Osborn	Mgmt	For	For
1.6	Elect Director Debra L. Reed-Klages	Mgmt	For	For
1.7	Elect Director Edward B. Rust, Jr.	Mgmt	For	For
1.8	Elect Director Susan C. Schwab	Mgmt	For	For
1.9	Elect Director D. James Umpleby, III	Mgmt	For	For
1.10	Elect Director Miles D. White	Mgmt	For	For
1.11	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against
5	Require Independent Board Chair	SH	Against	Against
6	Provide Right to Act by Written Consent	SH	Against	Against

Target Corporation

Meeting Date: 06/10/2020

Country: USA

Primary Security ID: 87612E106

Meeting Type: Annual

Ticker: TGT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For
1b	Elect Director George S. Barrett	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020
Location(s): State Street Global Advisors
Institution Account(s): SPDR S&P Dividend ETF

Target Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Brian C. Cornell	Mgmt	For	For
1d	Elect Director Calvin Darden	Mgmt	For	For
1e	Elect Director Robert L. Edwards	Mgmt	For	For
1f	Elect Director Melanie L. Healey	Mgmt	For	For
1g	Elect Director Donald R. Knauss	Mgmt	For	For
1h	Elect Director Monica C. Lozano	Mgmt	For	For
1i	Elect Director Mary E. Minnick	Mgmt	For	For
1j	Elect Director Kenneth L. Salazar	Mgmt	For	For
1k	Elect Director Dmitri L. Stockton	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For