

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

FedEx Corporation

Meeting Date: 09/23/2019

Country: USA

Primary Security ID: 31428X106

Meeting Type: Annual

Ticker: FDX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John A. Edwardson	Mgmt	For	For
1.2	Elect Director Marvin R. Ellison	Mgmt	For	For
1.3	Elect Director Susan Patricia Griffith	Mgmt	For	For
1.4	Elect Director John C. (Chris) Inglis	Mgmt	For	For
1.5	Elect Director Kimberly A. Jabal	Mgmt	For	For
1.6	Elect Director Shirley Ann Jackson	Mgmt	For	Against
1.7	Elect Director R. Brad Martin	Mgmt	For	For
1.8	Elect Director Joshua Cooper Ramo	Mgmt	For	For
1.9	Elect Director Susan C. Schwab	Mgmt	For	For
1.10	Elect Director Frederick W. Smith	Mgmt	For	For
1.11	Elect Director David P. Steiner	Mgmt	For	For
1.12	Elect Director Paul S. Walsh	Mgmt	For	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Against
6	Report on Employee Representation on the Board of Directors	SH	Against	Against

TransDigm Group Incorporated

Meeting Date: 10/03/2019

Country: USA

Primary Security ID: 893641100

Meeting Type: Special

Ticker: TDG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Stock Option Plan	Mgmt	For	Against

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Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Raytheon Company

Meeting Date: 10/11/2019

Country: USA

Primary Security ID: 755111507

Meeting Type: Special

Ticker: RTN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For
3	Adjourn Meeting	Mgmt	For	Against

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

Parker-Hannifin Corporation

Meeting Date: 10/23/2019

Country: USA

Primary Security ID: 701094104

Meeting Type: Annual

Ticker: PH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lee C. Banks	Mgmt	For	For
1.2	Elect Director Robert G. Bohn	Mgmt	For	For
1.3	Elect Director Linda S. Harty	Mgmt	For	For
1.4	Elect Director Kevin A. Lobo	Mgmt	For	For
1.5	Elect Director Candy M. Obourn	Mgmt	For	For
1.6	Elect Director Joseph Scaminace	Mgmt	For	For

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Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Parker-Hannifin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Ake Svensson	Mgmt	For	For
1.8	Elect Director Laura K. Thompson	Mgmt	For	For
1.9	Elect Director James R. Verrier	Mgmt	For	For
1.10	Elect Director James L. Wainscott	Mgmt	For	For
1.11	Elect Director Thomas L. Williams	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	Amend Omnibus Stock Plan	Mgmt	For	For
5	Require Independent Board Chairman	SH	Against	Against

L3Harris Technologies, Inc.

Meeting Date: 10/25/2019

Country: USA

Primary Security ID: 502431109

Meeting Type: Annual

Ticker: LHX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sallie B. Bailey	Mgmt	For	For
1b	Elect Director William M. Brown	Mgmt	For	For
1c	Elect Director Peter W. Chiarelli	Mgmt	For	For
1d	Elect Director Thomas A. Corcoran	Mgmt	For	For
1e	Elect Director Thomas A. Dattilo	Mgmt	For	For
1f	Elect Director Roger B. Fradin	Mgmt	For	For
1g	Elect Director Lewis Hay, III	Mgmt	For	For
1h	Elect Director Lewis Kramer	Mgmt	For	For
1i	Elect Director Christopher E. Kubasik	Mgmt	For	For
1j	Elect Director Rita S. Lane	Mgmt	For	For
1k	Elect Director Robert B. Millard	Mgmt	For	For
1l	Elect Director Lloyd W. Newton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

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Institution Account(s): The Industrial Select Sector SPDR Fund

L3Harris Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

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

Copart, Inc.

Meeting Date: 12/06/2019

Country: USA

Primary Security ID: 217204106

Meeting Type: Annual

Ticker: CPRT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Willis J. Johnson	Mgmt	For	For
1.2	Elect Director A. Jayson Adair	Mgmt	For	For

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Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Copart, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Matt Blunt	Mgmt	For	For
1.4	Elect Director Steven D. Cohan	Mgmt	For	For
1.5	Elect Director Daniel J. Englander	Mgmt	For	For
1.6	Elect Director James E. Meeks	Mgmt	For	For
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	For
1.8	Elect Director Diane M. Morefield	Mgmt	For	For
1.9	Elect Director Stephen Fisher	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

Jacobs Engineering Group Inc.

Meeting Date: 01/14/2020

Country: USA

Primary Security ID: 469814107

Meeting Type: Annual

Ticker: J

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	Mgmt	For	For
1b	Elect Director Christopher M.T. Thompson	Mgmt	For	For
1c	Elect Director Joseph R. Bronson	Mgmt	For	For
1d	Elect Director Robert C. Davidson, Jr.	Mgmt	For	For
1e	Elect Director Ralph E. Eberhart	Mgmt	For	For
1f	Elect Director Georgette D. Kiser	Mgmt	For	For
1g	Elect Director Linda Fayne Levinson	Mgmt	For	For
1h	Elect Director Barbara L. Loughran	Mgmt	For	For
1i	Elect Director Robert A. McNamara	Mgmt	For	For
1j	Elect Director Peter J. Robertson	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

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Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

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

Ingersoll-Rand plc

Meeting Date: 02/04/2020

Country: Ireland

Primary Security ID: G47791101

Meeting Type: Special

Ticker: IR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Change Company Name to Trane Technologies plc	Mgmt	For	For

Rockwell Automation, Inc.

Meeting Date: 02/04/2020

Country: USA

Primary Security ID: 773903109

Meeting Type: Annual

Ticker: ROK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A1	Elect Director Steven R. Kalmanson	Mgmt	For	For
A2	Elect Director James P. Keane	Mgmt	For	For
A3	Elect Director Pam Murphy	Mgmt	For	For

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Rockwell Automation, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A4	Elect Director Donald R. Parfet	Mgmt	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
D	Approve Omnibus Stock Plan	Mgmt	For	For

Deere & Company

Meeting Date: 02/26/2020

Country: USA

Primary Security ID: 244199105

Meeting Type: Annual

Ticker: DE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For
1b	Elect Director Alan C. Heuberger	Mgmt	For	For
1c	Elect Director Charles O. Holliday, Jr.	Mgmt	For	For
1d	Elect Director Dipak C. Jain	Mgmt	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For
1g	Elect Director John C. May	Mgmt	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For
2	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
6	Disclose Board Qualifications Matrix	SH	Against	Against

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Institution Account(s): The Industrial Select Sector SPDR Fund

Johnson Controls International plc

Meeting Date: 03/04/2020

Country: Ireland

Primary Security ID: G51502105

Meeting Type: Annual

Ticker: JCI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jean Blackwell	Mgmt	For	For
1b	Elect Director Pierre Cohade	Mgmt	For	For
1c	Elect Director Michael E. Daniels	Mgmt	For	For
1d	Elect Director Juan Pablo del Valle Perochena	Mgmt	For	For
1e	Elect Director W. Roy Dunbar	Mgmt	For	For
1f	Elect Director Gretchen R. Haggerty	Mgmt	For	For
1g	Elect Director Simone Menne	Mgmt	For	For
1h	Elect Director George R. Oliver	Mgmt	For	For
1i	Elect Director Jurgen Tinggren	Mgmt	For	For
1j	Elect Director Mark Vergnano	Mgmt	For	For
1k	Elect Director R. David Yost	Mgmt	For	For
1l	Elect Director John D. Young	Mgmt	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For

A. O. Smith Corporation

Meeting Date: 04/15/2020

Country: USA

Primary Security ID: 831865209

Meeting Type: Annual

Ticker: AOS

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

A. O. Smith Corporation

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
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

IHS Markit Ltd.

Meeting Date: 04/16/2020

Country: Bermuda

Primary Security ID: G47567105

Meeting Type: Annual

Ticker: INFO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lance Ugglá	Mgmt	For	For
1b	Elect Director John Browne	Mgmt	For	For
1c	Elect Director Ruann F. Ernst	Mgmt	For	For
1d	Elect Director William E. Ford	Mgmt	For	For
1e	Elect Director Jean-Paul L. Montupet	Mgmt	For	For
1f	Elect Director Deborah K. Orida	Mgmt	For	For
1g	Elect Director James A. Rosenthal	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

Stanley Black & Decker, Inc.

Meeting Date: 04/17/2020

Country: USA

Primary Security ID: 854502101

Meeting Type: Annual

Ticker: SWK

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Stanley Black & Decker, Inc.

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. Coutts	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

PACCAR Inc

Meeting Date: 04/21/2020

Country: USA

Primary Security ID: 693718108

Meeting Type: Annual

Ticker: PCAR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark C. Pigott	Mgmt	For	For
1.2	Elect Director Dame Alison J. Carnwath	Mgmt	For	For
1.3	Elect Director Franklin L. Feder	Mgmt	For	For
1.4	Elect Director R. Preston Feight	Mgmt	For	For
1.5	Elect Director Beth E. Ford	Mgmt	For	For
1.6	Elect Director Kirk S. Hachigian	Mgmt	For	For
1.7	Elect Director Roderick C. McGeary	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

PACCAR Inc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director John M. Pigott	Mgmt	For	For
1.9	Elect Director Mark A. Schulz	Mgmt	For	For
1.10	Elect Director Gregory M. E. Spierkel	Mgmt	For	For
1.11	Elect Director Charles R. Williamson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Certificate of Incorporation to Confirm Shareholders Right to Call Special Meetings	Mgmt	For	For
4	Provide Right to Act by Written Consent	SH	Against	Against

Eaton Corporation plc

Meeting Date: 04/22/2020

Country: Ireland

Primary Security ID: G29183103

Meeting Type: Annual

Ticker: ETN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For
1b	Elect Director Christopher M. Connor	Mgmt	For	For
1c	Elect Director Michael J. Critelli	Mgmt	For	For
1d	Elect Director Richard H. Fearon	Mgmt	For	For
1e	Elect Director Olivier Leonetti	Mgmt	For	For
1f	Elect Director Deborah L. McCoy	Mgmt	For	For
1g	Elect Director Silvio Napoli	Mgmt	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For
1i	Elect Director Sandra Pianalto	Mgmt	For	For
1j	Elect Director Lori J. Ryerkerk	Mgmt	For	For
1k	Elect Director Gerald B. Smith	Mgmt	For	For
1l	Elect Director Dorothy C. Thompson	Mgmt	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For
3	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For

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Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Eaton Corporation plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
5	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For
6	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For
7	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For

J.B. Hunt Transport Services, Inc.

Meeting Date: 04/23/2020

Country: USA

Primary Security ID: 445658107

Meeting Type: Annual

Ticker: JBHT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Douglas G. Duncan	Mgmt	For	For
1.2	Elect Director Francesca M. Edwardson	Mgmt	For	For
1.3	Elect Director Wayne Garrison	Mgmt	For	Against
1.4	Elect Director Sharilyn S. Gasaway	Mgmt	For	For
1.5	Elect Director Gary C. George	Mgmt	For	Against
1.6	Elect Director Bryan Hunt	Mgmt	For	Against
1.7	Elect Director Gale V. King	Mgmt	For	For
1.8	Elect Director John N. Roberts, III	Mgmt	For	For
1.9	Elect Director James L. Robo	Mgmt	For	Against
1.10	Elect Director Kirk Thompson	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	Report on Political Contributions	SH	Against	For
5	Report on Climate Change Initiatives	SH	Against	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Lockheed Martin Corporation

Meeting Date: 04/23/2020

Country: USA

Primary Security ID: 539830109

Meeting Type: Annual

Ticker: LMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Daniel F. Akerson	Mgmt	For	For
1.2	Elect Director David B. Burritt	Mgmt	For	For
1.3	Elect Director Bruce A. Carlson	Mgmt	For	For
1.4	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	For
1.5	Elect Director James O. Ellis, Jr.	Mgmt	For	For
1.6	Elect Director Thomas J. Falk	Mgmt	For	For
1.7	Elect Director Ilene S. Gordon	Mgmt	For	For
1.8	Elect Director Marillyn A. Hewson	Mgmt	For	For
1.9	Elect Director Vicki A. Hollub	Mgmt	For	For
1.10	Elect Director Jeh C. Johnson	Mgmt	For	For
1.11	Elect Director Debra L. Reed-Klages	Mgmt	For	For
1.12	Elect Director James D. Taiclet, Jr.	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
5	Provide Right to Act by Written Consent	SH	Against	Against

Snap-on Incorporated

Meeting Date: 04/23/2020

Country: USA

Primary Security ID: 833034101

Meeting Type: Annual

Ticker: SNA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	For	For
1.2	Elect Director Karen L. Daniel	Mgmt	For	For

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Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Snap-on Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	For	For
1.4	Elect Director James P. Holden	Mgmt	For	For
1.5	Elect Director Nathan J. Jones	Mgmt	For	For
1.6	Elect Director Henry W. Kneuppel	Mgmt	For	For
1.7	Elect Director W. Dudley Lehman	Mgmt	For	For
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	For	For
1.9	Elect Director Gregg M. Sherrill	Mgmt	For	For
1.10	Elect Director Donald J. Stebbins	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

L3Harris Technologies, Inc.

Meeting Date: 04/24/2020

Country: USA

Primary Security ID: 502431109

Meeting Type: Annual

Ticker: LHX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sallie B. Bailey	Mgmt	For	For
1b	Elect Director William M. Brown	Mgmt	For	For
1c	Elect Director Peter W. Chiarelli	Mgmt	For	For
1d	Elect Director Thomas A. Corcoran	Mgmt	For	For
1e	Elect Director Thomas A. Dattilo	Mgmt	For	For
1f	Elect Director Roger B. Fradin	Mgmt	For	Against
1g	Elect Director Lewis Hay, III	Mgmt	For	For
1h	Elect Director Lewis Kramer	Mgmt	For	For
1i	Elect Director Christopher E. Kubasik	Mgmt	For	For
1j	Elect Director Rita S. Lane	Mgmt	For	For
1k	Elect Director Robert B. Millard	Mgmt	For	For
1l	Elect Director Lloyd W. Newton	Mgmt	For	For

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L3Harris Technologies, Inc.

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	Eliminate Supermajority Vote Requirement and Fair Price Requirements for Business Combinations	Mgmt	For	For
5	Amend Certificate of Incorporation to Eliminate the Anti-Greenmail Provision	Mgmt	For	For
6	Amend Certificate of Incorporation to Eliminate Cumulative Voting Provision	Mgmt	For	For
7	Provide Right to Act by Written Consent	SH	Against	Against

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

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Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Honeywell International Inc.

Meeting Date: 04/27/2020

Country: USA

Primary Security ID: 438516106

Meeting Type: Annual

Ticker: HON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Darius Adamczyk	Mgmt	For	For
1B	Elect Director Duncan B. Angove	Mgmt	For	For
1C	Elect Director William S. Ayer	Mgmt	For	For
1D	Elect Director Kevin Burke	Mgmt	For	For
1E	Elect Director D. Scott Davis	Mgmt	For	For
1F	Elect Director Linnet F. Deily	Mgmt	For	For
1G	Elect Director Deborah Flint	Mgmt	For	For
1H	Elect Director Judd Gregg	Mgmt	For	For
1I	Elect Director Clive Hollick	Mgmt	For	For
1J	Elect Director Grace D. Lieblein	Mgmt	For	For
1K	Elect Director Raymond T. Odierno	Mgmt	For	For
1L	Elect Director George Paz	Mgmt	For	For
1M	Elect Director Robin L. Washington	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	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against
5	Report on Lobbying Payments and Policy	SH	Against	Against

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

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Raytheon Technologies Corporation

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

The Boeing Company

Meeting Date: 04/27/2020

Country: USA

Primary Security ID: 097023105

Meeting Type: Annual

Ticker: BA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert A. Bradway	Mgmt	For	For
1b	Elect Director David L. Calhoun	Mgmt	For	For
1c	Elect Director Arthur D. Collins, Jr.	Mgmt	For	For
1d	Elect Director Edmund P. Giambastiani, Jr.	Mgmt	For	Against
1e	Elect Director Lynn J. Good	Mgmt	For	For
1f	Elect Director Nikki R. Haley - Withdrawn Resolution	Mgmt		
1g	Elect Director Akhil Johri	Mgmt	For	For
1h	Elect Director Lawrence W. Kellner	Mgmt	For	Against
1i	Elect Director Caroline B. Kennedy	Mgmt	For	For
1j	Elect Director Steven M. Mollenkopf	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director John M. Richardson	Mgmt	For	For
1l	Elect Director Susan C. Schwab	Mgmt	For	Against
1m	Elect Director Ronald A. Williams	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Require Director Nominee Qualifications	SH	Against	Against
5	Report on Lobbying Payments and Policy	SH	Against	Abstain
6	Require Independent Board Chairman	SH	Against	Against
7	Provide Right to Act by Written Consent	SH	Against	Against
8	Adopt Share Retention Policy For Senior Executives	SH	Against	Against
9	Increase Disclosure of Compensation Adjustments	SH	Against	Against

Fortune Brands Home & Security, Inc.

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 34964C106

Meeting Type: Annual

Ticker: FBHS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nicholas I. Fink	Mgmt	For	For
1b	Elect Director A. D. David Mackay	Mgmt	For	For
1c	Elect Director David M. Thomas	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Huntington Ingalls Industries, Inc.

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 446413106

Meeting Type: Annual

Ticker: HII

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Huntington Ingalls Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Philip M. Bilden	Mgmt	For	For
1.2	Elect Director Augustus L. Collins	Mgmt	For	For
1.3	Elect Director Kirkland H. Donald	Mgmt	For	For
1.4	Elect Director Victoria D. Harker	Mgmt	For	For
1.5	Elect Director Anastasia D. Kelly	Mgmt	For	For
1.6	Elect Director Tracy B. McKibben	Mgmt	For	For
1.7	Elect Director C. Michael Petters	Mgmt	For	For
1.8	Elect Director Thomas C. Schievelbein	Mgmt	For	For
1.9	Elect Director John K. Welch	Mgmt	For	For
1.10	Elect Director Stephen R. 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
4	Provide Right to Act by Written Consent	SH	Against	Against

ROLLINS, INC.

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 775711104

Meeting Type: Annual

Ticker: ROL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director R. Randall Rollins	Mgmt	For	Withhold
1.2	Elect Director Henry B. Tippie	Mgmt	For	Withhold
1.3	Elect Director James B. Williams	Mgmt	For	Withhold
2	Ratify Grant Thornton 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): The Industrial Select Sector SPDR Fund

Textron Inc.

Meeting Date: 04/29/2020

Country: USA

Primary Security ID: 883203101

Meeting Type: Annual

Ticker: TXT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Scott C. Donnelly	Mgmt	For	For
1b	Elect Director Kathleen M. Bader	Mgmt	For	For
1c	Elect Director R. Kerry Clark	Mgmt	For	For
1d	Elect Director James T. Conway	Mgmt	For	For
1e	Elect Director Paul E. Gagne	Mgmt	For	For
1f	Elect Director Ralph D. Heath	Mgmt	For	For
1g	Elect Director Deborah Lee James	Mgmt	For	For
1h	Elect Director Lionel L. Nowell, III	Mgmt	For	For
1i	Elect Director James L. Ziemer	Mgmt	For	For
1j	Elect Director Maria T. Zuber	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Abstain
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

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

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

W.W. Grainger, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

Expeditors International of Washington, Inc.

Meeting Date: 05/05/2020

Country: USA

Primary Security ID: 302130109

Meeting Type: Annual

Ticker: EXPD

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

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

General Electric Company

Meeting Date: 05/05/2020

Country: USA

Primary Security ID: 369604103

Meeting Type: Annual

Ticker: GE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Sebastien Bazin	Mgmt	For	For
2	Elect Director Ashton Carter	Mgmt	For	For
3	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For
4	Elect Director Francisco D'Souza	Mgmt	For	For
5	Elect Director Edward Garden	Mgmt	For	For
6	Elect Director Thomas W. Horton	Mgmt	For	For
7	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For
8	Elect Director Catherine Lesjak	Mgmt	For	For
9	Elect Director Paula Rosput Reynolds	Mgmt	For	For
10	Elect Director Leslie Seidman	Mgmt	For	For
11	Elect Director James Tisch	Mgmt	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
13	Ratify KPMG LLP as Auditors	Mgmt	For	For
14	Require Independent Board Chairman	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

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Pentair plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
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

AMETEK, Inc.

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 031100100

Meeting Type: Annual

Ticker: AME

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas A. Amato	Mgmt	For	For
1b	Elect Director Anthony J. Conti	Mgmt	For	For
1c	Elect Director Gretchen W. McClain	Mgmt	For	Against
2	Approve Omnibus Stock Plan	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

CSX Corporation

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 126408103

Meeting Type: Annual

Ticker: CSX

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

CSX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Donna M. Alvarado	Mgmt	For	For
1b	Elect Director Pamela L. Carter	Mgmt	For	For
1c	Elect Director James M. Foote	Mgmt	For	For
1d	Elect Director Steven T. Halverson	Mgmt	For	For
1e	Elect Director Paul C. Hilal	Mgmt	For	For
1f	Elect Director John D. McPherson	Mgmt	For	For
1g	Elect Director David M. Moffett	Mgmt	For	For
1h	Elect Director Linda H. Riefler	Mgmt	For	For
1i	Elect Director Suzanne M. Vautrinot	Mgmt	For	For
1j	Elect Director J. Steven Whisler	Mgmt	For	For
1k	Elect Director John J. Zillmer	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

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

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

General Dynamics Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director William A. Osborn	Mgmt	For	For
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

Alaska Air Group, Inc.

Meeting Date: 05/07/2020

Country: USA

Primary Security ID: 011659109

Meeting Type: Annual

Ticker: ALK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Patricia M. Bedient	Mgmt	For	For
1b	Elect Director James A. Beer	Mgmt	For	For
1c	Elect Director Marion C. Blakey	Mgmt	For	For
1d	Elect Director Raymond L. Conner	Mgmt	For	For
1e	Elect Director Dhiren R. Fonseca	Mgmt	For	For
1f	Elect Director Kathleen T. Hogan	Mgmt	For	For
1g	Elect Director Susan J. Li	Mgmt	For	For
1h	Elect Director Benito Minicucci	Mgmt	For	For
1i	Elect Director Helvi K. Sandvik	Mgmt	For	For
1j	Elect Director J. Kenneth Thompson	Mgmt	For	Against
1k	Elect Director Bradley D. Tilden	Mgmt	For	For
1l	Elect Director Eric K. Yeaman	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): The Industrial Select Sector SPDR Fund

Alaska Air Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Report on Political Contributions Disclosure	SH	Against	Abstain
5	Report on Lobbying Payments and Policy	SH	Against	Abstain

C.H. Robinson Worldwide, Inc.

Meeting Date: 05/07/2020

Country: USA

Primary Security ID: 12541W209

Meeting Type: Annual

Ticker: CHRW

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

Equifax Inc.

Meeting Date: 05/07/2020

Country: USA

Primary Security ID: 294429105

Meeting Type: Annual

Ticker: EFX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark W. Begor	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Equifax Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Mark L. Feidler	Mgmt	For	For
1c	Elect Director G. Thomas Hough	Mgmt	For	For
1d	Elect Director Robert D. Marcus	Mgmt	For	For
1e	Elect Director Siri S. Marshall	Mgmt	For	For
1f	Elect Director Scott A. McGregor	Mgmt	For	For
1g	Elect Director John A. McKinley	Mgmt	For	For
1h	Elect Director Robert W. Selander	Mgmt	For	For
1i	Elect Director Elane B. Stock	Mgmt	For	For
1j	Elect Director Heather H. Wilson	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 Qualified Employee Stock Purchase Plan	Mgmt	For	For

IDEX Corporation

Meeting Date: 05/07/2020

Country: USA

Primary Security ID: 45167R104

Meeting Type: Annual

Ticker: IEX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Andrew K. Silvernail	Mgmt	For	For
1.2	Elect Director Katrina L. Helmkamp	Mgmt	For	For
1.3	Elect Director Mark A. Beck	Mgmt	For	For
1.4	Elect Director Carl R. Christenson	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
4	Report on Employee Representation on the Board of Directors	SH	Against	Against

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

United Rentals, Inc.

Meeting Date: 05/07/2020

Country: USA

Primary Security ID: 911363109

Meeting Type: Annual

Ticker: URI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jose B. Alvarez	Mgmt	For	For
1.2	Elect Director Marc A. Bruno	Mgmt	For	For
1.3	Elect Director Matthew J. Flannery	Mgmt	For	For
1.4	Elect Director Bobby J. Griffin	Mgmt	For	Against
1.5	Elect Director Kim Harris Jones	Mgmt	For	For
1.6	Elect Director Terri L. Kelly	Mgmt	For	For
1.7	Elect Director Michael J. Kneeland	Mgmt	For	For
1.8	Elect Director Gracia C. Martore	Mgmt	For	For
1.9	Elect Director Filippo Passerini	Mgmt	For	For
1.10	Elect Director Donald C. Roof	Mgmt	For	For
1.11	Elect Director Shiv Singh	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	Provide Right to Act by Written Consent	Mgmt	For	For
5	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	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

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Dover Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

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

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Provide Right to Act by Written Consent	SH	Against	Against

Republic Services, Inc.

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 760759100

Meeting Type: Annual

Ticker: RSG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Manuel Kadre	Mgmt	For	For
1b	Elect Director Tomago Collins	Mgmt	For	For
1c	Elect Director Thomas W. Handley	Mgmt	For	For
1d	Elect Director Jennifer M. Kirk	Mgmt	For	For
1e	Elect Director Michael Larson	Mgmt	For	Against
1f	Elect Director Kim S. Pegula	Mgmt	For	For
1g	Elect Director Donald W. Slager	Mgmt	For	For
1h	Elect Director James P. Snee	Mgmt	For	For
1i	Elect Director Sandra M. Volpe	Mgmt	For	For
1j	Elect Director Katharine B. Weymouth	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

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

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

3M Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

Cummins Inc.

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 231021106

Meeting Type: Annual

Ticker: CMI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director N. Thomas Linebarger	Mgmt	For	For
2	Elect Director Robert J. Bernhard	Mgmt	For	For
3	Elect Director Franklin R. Chang Diaz	Mgmt	For	For
4	Elect Director Bruno V. Di Leo Allen	Mgmt	For	For
5	Elect Director Stephen B. Dobbs	Mgmt	For	For
6	Elect Director Robert K. Herdman	Mgmt	For	For
7	Elect Director Alexis M. Herman	Mgmt	For	Against
8	Elect Director Thomas J. Lynch	Mgmt	For	Against

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Cummins Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Elect Director William I. Miller	Mgmt	For	For
10	Elect Director Georgia R. Nelson	Mgmt	For	For
11	Elect Director Karen H. Quintos	Mgmt	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
13	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For
14	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against

Masco Corporation

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 574599106

Meeting Type: Annual

Ticker: MAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Keith J. Allman	Mgmt	For	For
1b	Elect Director J. Michael Losh	Mgmt	For	For
1c	Elect Director Christopher A. O'Herlihy	Mgmt	For	For
1d	Elect Director Charles K. Stevens, III	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Nielsen Holdings plc

Meeting Date: 05/12/2020

Country: United Kingdom

Primary Security ID: G6518L108

Meeting Type: Annual

Ticker: NLSN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James A. Attwood, Jr.	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Nielsen Holdings plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Thomas H. Castro	Mgmt	For	For
1c	Elect Director Guerrino De Luca	Mgmt	For	For
1d	Elect Director Karen M. Hoguet	Mgmt	For	For
1e	Elect Director David Kenny	Mgmt	For	For
1f	Elect Director Harish Manwani	Mgmt	For	Against
1g	Elect Director Janice Marinelli Mazza	Mgmt	For	For
1h	Elect Director Robert C. Pozen	Mgmt	For	For
1i	Elect Director David Rawlinson	Mgmt	For	For
1j	Elect Director Nancy Tellem	Mgmt	For	For
1k	Elect Director Javier G. Teruel	Mgmt	For	For
1l	Elect Director Lauren Zalaznick	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	Mgmt	For	For
4	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditor	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
6	Approve Remuneration Report	Mgmt	For	Against
7	Authorise Issue of Equity	Mgmt	For	Against
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against
9	Approve Share Repurchase Contracts and Repurchase Counterparties	Mgmt	For	Against

Waste Management, Inc.

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 94106L109

Meeting Type: Annual

Ticker: WM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Frank M. Clark, Jr.	Mgmt	For	For
1b	Elect Director James C. Fish, Jr.	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Waste Management, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Andres R. Gluski	Mgmt	For	For
1d	Elect Director Victoria M. Holt	Mgmt	For	Against
1e	Elect Director Kathleen M. Mazzarella	Mgmt	For	For
1f	Elect Director William B. Plummer	Mgmt	For	For
1g	Elect Director John C. Pope	Mgmt	For	Against
1h	Elect Director Thomas H. Weidemeyer	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 Qualified Employee Stock Purchase Plan	Mgmt	For	For

Xylem Inc.

Meeting Date: 05/13/2020

Country: USA

Primary Security ID: 98419M100

Meeting Type: Annual

Ticker: XYL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For
1b	Elect Director Patrick K. Decker	Mgmt	For	For
1c	Elect Director Robert F. Friel	Mgmt	For	For
1d	Elect Director Jorge M. Gomez	Mgmt	For	For
1e	Elect Director Victoria D. Harker	Mgmt	For	For
1f	Elect Director Sten E. Jakobsson	Mgmt	For	For
1g	Elect Director Steven R. Loranger	Mgmt	For	For
1h	Elect Director Surya N. Mohapatra	Mgmt	For	For
1i	Elect Director Jerome A. Peribere	Mgmt	For	For
1j	Elect Director Markos I. Tambakeras	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

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Xylem Inc.

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

Norfolk Southern Corporation

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 655844108

Meeting Type: Annual

Ticker: NSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas D. Bell, Jr.	Mgmt	For	For
1b	Elect Director Mitchell E. Daniels, Jr.	Mgmt	For	For
1c	Elect Director Marcela E. Donadio	Mgmt	For	For
1d	Elect Director John C. Huffard, Jr.	Mgmt	For	For
1e	Elect Director Christopher T. Jones	Mgmt	For	For
1f	Elect Director Thomas C. Kelleher	Mgmt	For	For
1g	Elect Director Steven F. Leer	Mgmt	For	For
1h	Elect Director Michael D. Lockhart	Mgmt	For	For
1i	Elect Director Amy E. Miles	Mgmt	For	For
1j	Elect Director Claude Mongeau	Mgmt	For	For
1k	Elect Director Jennifer F. Scanlon	Mgmt	For	For
1l	Elect Director James A. Squires	Mgmt	For	For
1m	Elect Director John R. Thompson	Mgmt	For	For
2a	Amend Articles Re: Voting Standard for Amendment of Articles	Mgmt	For	For
2b	Amend Articles Re: Simple Majority Voting Standard to Approve Merger, Share Exchange, Conversion, Sale, or Dissolution of the Corporation	Mgmt	For	For
2c	Amend Articles Re: Simple Majority Voting Standard to Approve Re-Domestication of the Corporation and Affiliated Transactions	Mgmt	For	For
3	Ratify KPMG LLP as Auditor	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): The Industrial Select Sector SPDR Fund

Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Provide Right to Act by Written Consent	SH	Against	Against

Union Pacific Corporation

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 907818108

Meeting Type: Annual

Ticker: UNP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Andrew H. Card, Jr.	Mgmt	For	For
1b	Elect Director William J. DeLaney	Mgmt	For	For
1c	Elect Director David B. Dillon	Mgmt	For	For
1d	Elect Director Lance M. Fritz	Mgmt	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For
1f	Elect Director Jane H. Lute	Mgmt	For	For
1g	Elect Director Michael R. McCarthy	Mgmt	For	For
1h	Elect Director Thomas F. McLarty, III	Mgmt	For	For
1i	Elect Director Bhavesh V. Patel	Mgmt	For	For
1j	Elect Director Jose H. Villarreal	Mgmt	For	For
1k	Elect Director Christopher J. Williams	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	Abstain
5	Report on Climate Change	SH	Against	Abstain

United Parcel Service, Inc.

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 911312106

Meeting Type: Annual

Ticker: UPS

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	For	For
1b	Elect Director Rodney C. Adkins	Mgmt	For	Against
1c	Elect Director Michael J. Burns	Mgmt	For	For
1d	Elect Director William R. Johnson	Mgmt	For	For
1e	Elect Director Ann M. Livermore	Mgmt	For	For
1f	Elect Director Rudy H.P. Markham	Mgmt	For	For
1g	Elect Director Franck J. Moison	Mgmt	For	For
1h	Elect Director Clark 'Sandy' T. Randt, Jr.	Mgmt	For	For
1i	Elect Director Christiana Smith Shi	Mgmt	For	For
1j	Elect Director John T. Stankey	Mgmt	For	For
1k	Elect Director Carol B. Tome	Mgmt	For	For
1l	Elect Director Kevin Warsh	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
4	Report on Lobbying Payments and Policy	SH	Against	Against
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
6	Report on Climate Change	SH	Against	Against

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/15/2020

Country: USA

Primary Security ID: 929740108

Meeting Type: Annual

Ticker: WAB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rafael Santana	Mgmt	For	For
1.2	Elect Director Lee B. Foster, II	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): The Industrial Select Sector SPDR Fund

Westinghouse Air Brake Technologies Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Northrop Grumman Corporation

Meeting Date: 05/20/2020

Country: USA

Primary Security ID: 666807102

Meeting Type: Annual

Ticker: NOC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kathy J. Warden	Mgmt	For	For
1.2	Elect Director Marianne C. Brown	Mgmt	For	For
1.3	Elect Director Donald E. Felsing	Mgmt	For	For
1.4	Elect Director Ann M. Fudge	Mgmt	For	For
1.5	Elect Director Bruce S. Gordon	Mgmt	For	For
1.6	Elect Director William H. Hernandez	Mgmt	For	For
1.7	Elect Director Madeleine A. Kleiner	Mgmt	For	For
1.8	Elect Director Karl J. Krapek	Mgmt	For	For
1.9	Elect Director Gary Roughead	Mgmt	For	For
1.10	Elect Director Thomas M. Schoewe	Mgmt	For	For
1.11	Elect Director James S. Turley	Mgmt	For	For
1.12	Elect Director Mark A. Welsh, III	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
4	Report on Human Rights Impact Assessment	SH	Against	Against
5	Reduce Ownership Threshold for Shareholders to Request Action 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): The Industrial Select Sector SPDR Fund

Old Dominion Freight Line, Inc.

Meeting Date: 05/20/2020

Country: USA

Primary Security ID: 679580100

Meeting Type: Annual

Ticker: ODFL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	Mgmt	For	For
1.2	Elect Director Earl E. Congdon	Mgmt	For	Withhold
1.3	Elect Director David S. Congdon	Mgmt	For	Withhold
1.4	Elect Director John R. Congdon, Jr.	Mgmt	For	Withhold
1.5	Elect Director Bradley R. Gabosch	Mgmt	For	For
1.6	Elect Director Greg C. Gantt	Mgmt	For	For
1.7	Elect Director Patrick D. Hanley	Mgmt	For	For
1.8	Elect Director John D. Kasarda	Mgmt	For	For
1.9	Elect Director Wendy T. Stallings	Mgmt	For	For
1.10	Elect Director Leo H. Suggs	Mgmt	For	Withhold
1.11	Elect Director D. Michael Wray	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 Ernst & Young LLP as Auditor	Mgmt	For	For

Robert Half International Inc.

Meeting Date: 05/20/2020

Country: USA

Primary Security ID: 770323103

Meeting Type: Annual

Ticker: RHI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Julia L. Coronado	Mgmt	For	For
1.2	Elect Director Dirk A. Kempthorne	Mgmt	For	For
1.3	Elect Director Harold M. Messmer, Jr.	Mgmt	For	For
1.4	Elect Director Marc H. Morial	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Robert Half International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Barbara J. Novogradac	Mgmt	For	For
1.6	Elect Director Robert J. Pace	Mgmt	For	For
1.7	Elect Director Frederick A. Richman	Mgmt	For	For
1.8	Elect Director M. Keith Waddell	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For

United Airlines Holdings, Inc.

Meeting Date: 05/20/2020

Country: USA

Primary Security ID: 910047109

Meeting Type: Annual

Ticker: UAL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carolyn Corvi	Mgmt	For	For
1b	Elect Director Barney Harford	Mgmt	For	For
1c	Elect Director Michele J. Hooper	Mgmt	For	For
1d	Elect Director Walter Isaacson	Mgmt	For	For
1e	Elect Director James A. C. Kennedy	Mgmt	For	For
1f	Elect Director J. Scott Kirby	Mgmt	For	For
1g	Elect Director Oscar Munoz	Mgmt	For	For
1h	Elect Director Edward M. Philip	Mgmt	For	Against
1i	Elect Director Edward L. Shapiro	Mgmt	For	For
1j	Elect Director David J. Vitale	Mgmt	For	For
1k	Elect Director James M. Whitehurst	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	Provide Right to Act by Written Consent	SH	Against	Against
5	Report on Lobbying Payments and Policy	SH	Against	Against

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

United Airlines Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Report on Global Warming-Related Lobbying Activities	SH	Against	For

Verisk Analytics, Inc.

Meeting Date: 05/20/2020 **Country:** USA **Primary Security ID:** 92345Y106
Meeting Type: Annual **Ticker:** VRSK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Christopher M. Foskett	Mgmt	For	For
1b	Elect Director David B. Wright	Mgmt	For	For
1c	Elect Director Annell R. Bay	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

Kansas City Southern

Meeting Date: 05/21/2020 **Country:** USA **Primary Security ID:** 485170302
Meeting Type: Annual **Ticker:** KSU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lydia I. Beebe	Mgmt	For	For
1.2	Elect Director Lu M. Cordova	Mgmt	For	For
1.3	Elect Director Robert J. Druten	Mgmt	For	For
1.4	Elect Director Antonio O. Garza, Jr.	Mgmt	For	For
1.5	Elect Director David Garza-Santos	Mgmt	For	For
1.6	Elect Director Janet H. Kennedy	Mgmt	For	For
1.7	Elect Director Mitchell J. Krebs	Mgmt	For	For
1.8	Elect Director Henry J. Maier	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Kansas City Southern

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Thomas A. McDonnell	Mgmt	For	For
1.10	Elect Director Patrick J. Ottensmeyer	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	Provide Right to Act by Written Consent	SH	Against	Against

Southwest Airlines Co.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 844741108

Meeting Type: Annual

Ticker: LUV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David W. Biegler	Mgmt	For	For
1b	Elect Director J. Veronica Biggins	Mgmt	For	For
1c	Elect Director Douglas H. Brooks	Mgmt	For	For
1d	Elect Director William H. Cunningham	Mgmt	For	For
1e	Elect Director John G. Denison	Mgmt	For	For
1f	Elect Director Thomas W. Gilligan	Mgmt	For	For
1g	Elect Director Gary C. Kelly	Mgmt	For	For
1h	Elect Director Grace D. Lieblein	Mgmt	For	For
1i	Elect Director Nancy B. Loeffler	Mgmt	For	For
1j	Elect Director John T. Montford	Mgmt	For	For
1k	Elect Director Ron Ricks	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	Require Independent Board Chair	SH	Against	Against
5	Provide Right to Act by Written Consent	SH	Against	Against
6	Report on Lobbying Payments and Policy	SH	Against	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Flowserve Corporation

Meeting Date: 05/22/2020

Country: USA

Primary Security ID: 34354P105

Meeting Type: Annual

Ticker: FLS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director R. Scott Rowe	Mgmt	For	For
1b	Elect Director Sujeet Chand	Mgmt	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For
1d	Elect Director Gayla J. Delly	Mgmt	For	For
1e	Elect Director Roger L. Fix	Mgmt	For	For
1f	Elect Director John R. Friedery	Mgmt	For	For
1g	Elect Director John L. Garrison	Mgmt	For	For
1h	Elect Director Michael C. McMurray	Mgmt	For	For
1i	Elect Director David E. Roberts	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	Amend Certificate of Incorporation to Allow Shareholder Action by Less than Unanimous Written Consent	Mgmt	For	For
5	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against

Quanta Services, Inc.

Meeting Date: 05/28/2020

Country: USA

Primary Security ID: 74762E102

Meeting Type: Annual

Ticker: PWR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, Jr.	Mgmt	For	For
1.2	Elect Director Doyle N. Beneby	Mgmt	For	For
1.3	Elect Director J. Michal Conaway	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Quanta Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Vincent D. Foster	Mgmt	For	For
1.5	Elect Director Bernard Fried	Mgmt	For	For
1.6	Elect Director Worthing F. Jackman	Mgmt	For	For
1.7	Elect Director David M. McClanahan	Mgmt	For	For
1.8	Elect Director Margaret B. Shannon	Mgmt	For	For
1.9	Elect Director Pat Wood, III	Mgmt	For	For
1.10	Elect Director Martha B. Wyrsh	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For

Fortive Corporation

Meeting Date: 06/02/2020

Country: USA

Primary Security ID: 34959J108

Meeting Type: Annual

Ticker: FTV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Kate D. Mitchell	Mgmt	For	For
1B	Elect Director Mitchell P. Rales	Mgmt	For	Against
1C	Elect Director Steven M. Rales	Mgmt	For	Against
1D	Elect Director Jeannine Sargent	Mgmt	For	For
1E	Elect Director Alan G. Spoon	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	Eliminate Supermajority Vote Requirement	Mgmt	For	For

Allegion Plc

Meeting Date: 06/04/2020

Country: Ireland

Primary Security ID: G0176J109

Meeting Type: Annual

Ticker: ALLE

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Allegion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kirk S. Hachigian	Mgmt	For	For
1b	Elect Director Steven C. Mizell	Mgmt	For	For
1c	Elect Director Nicole Parent Haughey	Mgmt	For	For
1d	Elect Director David D. Petratis	Mgmt	For	For
1e	Elect Director Dean I. Schaffer	Mgmt	For	For
1f	Elect Director Charles L. Szews	Mgmt	For	For
1g	Elect Director Martin E. Welch, III	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For

Trane Technologies Plc

Meeting Date: 06/04/2020

Country: Ireland

Primary Security ID: G8994E103

Meeting Type: Annual

Ticker: TT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For
1b	Elect Director Ann C. Berzin	Mgmt	For	For
1c	Elect Director John Bruton	Mgmt	For	For
1d	Elect Director Jared L. Cohon	Mgmt	For	For
1e	Elect Director Gary D. Forsee	Mgmt	For	For
1f	Elect Director Linda P. Hudson	Mgmt	For	For
1g	Elect Director Michael W. Lamach	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Myles P. Lee	Mgmt	For	For
1i	Elect Director Karen B. Peetz	Mgmt	For	For
1j	Elect Director John P. Surma	Mgmt	For	Against
1k	Elect Director Richard J. Swift	Mgmt	For	For
1l	Elect Director Tony L. White	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4	Authorize Issue of Equity	Mgmt	For	For
5	Renew Directors' Authority to Issue Shares for Cash	Mgmt	For	For
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

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

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Roper Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Abstain
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Approve Non-Employee Director Compensation Plan	Mgmt	For	For

American Airlines Group Inc.

Meeting Date: 06/10/2020

Country: USA

Primary Security ID: 02376R102

Meeting Type: Annual

Ticker: AAL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James F. Albaugh	Mgmt	For	For
1b	Elect Director Jeffrey D. Benjamin	Mgmt	For	For
1c	Elect Director John T. Cahill	Mgmt	For	For
1d	Elect Director Michael J. Embler	Mgmt	For	For
1e	Elect Director Matthew J. Hart	Mgmt	For	For
1f	Elect Director Susan D. Kronick	Mgmt	For	For
1g	Elect Director Martin H. Nesbitt	Mgmt	For	For
1h	Elect Director Denise M. O'Leary	Mgmt	For	For
1i	Elect Director W. Douglas Parker	Mgmt	For	For
1j	Elect Director Ray M. Robinson	Mgmt	For	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Political Contributions and Expenditures	SH	Against	For

Caterpillar Inc.

Meeting Date: 06/10/2020

Country: USA

Primary Security ID: 149123101

Meeting Type: Annual

Ticker: CAT

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Caterpillar Inc.

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

Howmet Aerospace Inc.

Meeting Date: 06/15/2020

Country: USA

Primary Security ID: 443201108

Meeting Type: Annual

Ticker: HWM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James F. Albaugh	Mgmt	For	For
1b	Elect Director Amy E. Alving	Mgmt	For	For
1c	Elect Director Joseph S. Cantie	Mgmt	For	For
1d	Elect Director Robert F. Leduc	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Howmet Aerospace Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director David J. Miller	Mgmt	For	For
1f	Elect Director Jody G. Miller	Mgmt	For	For
1g	Elect Director Tolga I. Oal	Mgmt	For	For
1h	Elect Director Nicole W. Piasecki	Mgmt	For	For
1i	Elect Director John C. Plant	Mgmt	For	For
1j	Elect Director Ulrich R. Schmidt	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against

Ingersoll Rand, Inc.

Meeting Date: 06/16/2020

Country: USA

Primary Security ID: 45687V106

Meeting Type: Annual

Ticker: IR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For
1b	Elect Director William P. Donnelly	Mgmt	For	For
1c	Elect Director Marc E. Jones	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Delta Air Lines, Inc.

Meeting Date: 06/18/2020

Country: USA

Primary Security ID: 247361702

Meeting Type: Annual

Ticker: DAL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Francis S. Blake	Mgmt	For	For
1c	Elect Director Ashton B. Carter	Mgmt	For	For
1d	Elect Director David G. DeWalt	Mgmt	For	For
1e	Elect Director William H. Easter, III	Mgmt	For	For
1f	Elect Director Christopher A. Hazleton	Mgmt	For	For
1g	Elect Director Michael P. Huerta	Mgmt	For	For
1h	Elect Director Jeanne P. Jackson	Mgmt	For	For
1i	Elect Director George N. Mattson	Mgmt	For	For
1j	Elect Director Sergio A. L. Rial	Mgmt	For	Against
1k	Elect Director David S. Taylor	Mgmt	For	For
1l	Elect Director Kathy N. Waller	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
5	Report on Climate Lobbying	SH	Against	For
6	Report on Political Contributions	SH	Against	For
7	Report on Sexual Harassment Policy	SH	Against	Against

TransDigm Group Incorporated

Meeting Date: 06/29/2020

Country: USA

Primary Security ID: 893641100

Meeting Type: Annual

Ticker: TDG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David Barr	Mgmt	For	For
1.2	Elect Director William Dries *Withdrawn Resolution*	Mgmt		
1.3	Elect Director Mervin Dunn	Mgmt	For	For
1.4	Elect Director Michael S. Graff	Mgmt	For	Withhold
1.5	Elect Director Sean P. Hennessy	Mgmt	For	For

Vote Summary Report

Reporting Period: 07/01/2019 to 06/30/2020

Location(s): State Street Global Advisors

Institution Account(s): The Industrial Select Sector SPDR Fund

TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director W. Nicholas Howley	Mgmt	For	For
1.7	Elect Director Raymond F. Laubenthal	Mgmt	For	For
1.8	Elect Director Gary E. McCullough	Mgmt	For	For
1.9	Elect Director Michele Santana	Mgmt	For	For
1.10	Elect Director Robert J. Small	Mgmt	For	For
1.11	Elect Director John Staer	Mgmt	For	For
1.12	Elect Director Kevin Stein	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Adopt Quantitative Company-wide GHG Goals	SH	Against	For