

TEC PROXY VOTING POLICY

| ISSUE CODE / POLICY ITEM  | Glass Lewis Policies |        |
|---|----------------------|--------|
|   | GL GENERAL           | GL SRI |
| <b>Glass Lewis changes since 2015</b>   |                      |        |
| 100-Election of Directors   | CASE-BY-CASE         |        |
| 101-Election of Subsidiary Directors  | CASE-BY-CASE         |        |
| 110-Change in Board Size  | FOR (5-20)           |        |
| 115-Authorization of Board to Set Board Size  | FOR                  |        |
| 120-Removal of Director(s)  | CASE-BY-CASE         |        |
| 130-Authority to Fill Director Vacancy w/out Shareholder Approval   | FOR                  |        |
| 140-Director & Officer Liability/Indemnification  | FOR                  |        |
| 200-Ratification of Auditor   | FOR                  |        |
| 300-Adoption of Equity Compensation Plan  | CASE-BY-CASE         |        |
| 310-Amendment to Equity Compensation Plan   | CASE-BY-CASE         |        |
| 312-Adoption of Restricted Stock Plan   | CASE-BY-CASE         |        |
| 313-Amendment to Restricted Stock Plan  | CASE-BY-CASE         |        |
| 320-Adoption of Employee Stock Purchase Plan  | CASE-BY-CASE         |        |
| 330-Amendment to Employee Stock Purchase Plan   | CASE-BY-CASE         |        |
| 340-Stock Option Grants   | CASE-BY-CASE         |        |
| 350-Option Exchange/Repricing   | CASE-BY-CASE         |        |
| 370-Adoption of Deferred Compensation Plan  | CASE-BY-CASE         |        |
| 375-Amendment to Deferred Compensation Plan   | CASE-BY-CASE         |        |
| 400-Bonus/162(m) Plan   | FOR                  |        |
| 410-Amendment to Bonus/162(m) Plan  | FOR                  |        |
| 500-Adoption of Director Equity Compensation Plan   | CASE-BY-CASE         |        |
| 510-Amendment to Director Equity Compensation Plan  | CASE-BY-CASE         |        |
| 595-Misc. Proposal Regarding Director Pay [seeking shareholder approval of the Company's director compensation]                             | CASE-BY-CASE         |        |
| 600-Limit of Annual Awards [Re-approval of performance measures and award limits in the 2004 Executive Officer Cash Bonus Plan]             | CASE-BY-CASE         |        |
| 605-Advisory Vote on Executive Compensation   | CASE-BY-CASE         |        |
| 610-Approval of Employment Agreements   | CASE-BY-CASE         |        |
| 695-Miscellaneous Proposal Regarding Executive Pay [seeking shareholder approval of the 2011 Senior Executive Warrant Plan]                 | CASE-BY-CASE         |        |
| 700-Transaction of Other Business [seeking shareholder approval to transact any and all other business properly brought before the meeting] | AGAINST              |        |
| 710-Right to Adjourn Meeting  | CASE-BY-CASE         |        |
| 800-Increase in Authorized Common Stock   | CASE-BY-CASE         |        |
| 805-Amendment to Authorized Common Stock  | CASE-BY-CASE         |        |
| 810-Decrease in Authorized Common Stock   | FOR                  |        |
| 820-Increase in/Authorization of Preferred Stock  | CASE-BY-CASE         |        |
| 825-Amendment to Authorized Preferred Stock   | CASE-BY-CASE         |        |
| 830-Decrease in Authorized Preferred Stock  | FOR                  |        |
| 835-Cancellation of Authorized Preferred Stock  | FOR                  |        |
| 840-Increase in/Authorization of Dual Class Stock   | CASE-BY-CASE         |        |
| 845-Elimination of Dual Class Stock   | FOR                  |        |
| 850-Amendment to Dual Class Stock   | CASE-BY-CASE         |        |
| 860-Issuance of Common Stock  | FOR                  |        |
| 870-Issuance of Warrants  | CASE-BY-CASE         |        |
| 880-Issuance of Preferred Stock   | CASE-BY-CASE         |        |
| 883-Issuance of Debt Instruments  | FOR                  |        |
| 884-Conversion of Debt Instruments  | FOR                  |        |
| 885-Amendment to Provisions of Debt Instruments   | FOR                  |        |
| 890-Stock Split   | FOR                  |        |
| 895-Reverse Stock Split   | FOR                  |        |
| 896-Share Repurchase  | FOR                  |        |
| 897-Reverse Stock Split Followed by a FORWARD Stock Split   | CASE-BY-CASE         |        |

| The Episcopal Church Policies  |  |
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| Approved by Exec Council - Jan 2015)   | Recommended by EC CCSR - Jan 2020)   |
| Updates since 2015   |  |
| Vote with GL (Exception -- "withhold votes for all-male boards")   | Vote with GL (Exception -- "withhold votes for all-male boards")   |
| Vote with GL   | Vote with GL   |
| AGAINST giving management discretion to alter size outside of a range without shareholder approval; otherwise vote with GL                     | AGAINST giving management discretion to alter size outside of a range without shareholder approval; otherwise vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| AGAINST indemnification for actions that could be considered fraudulent, illegal, or willful misconduct; otherwise vote with GL                | AGAINST indemnification for actions that could be considered fraudulent, illegal, or willful misconduct; otherwise vote with GL  |
| Vote with GL   | AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL. |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| FOR resolutions seeking more frequent votes by shareholders (for example, from three years to two years or one year, or two years to one year) | FOR resolutions seeking more frequent votes by shareholders (for example, from three years to two years or one year, or two years to one year)   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
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| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |

**TEC PROXY VOTING POLICY**

| ISSUE CODE / POLICY ITEM   | Glass Lewis Policies |        | The Episcopal Church Policies        |  |
|--|----------------------|--------|--------------------------------------|--|
|  | GL GENERAL           | GL SRI | Approved by Exec Council - Jan 2015) | Recommended by EC CCSR - Jan 2020)   |
| 1100-Adoption of Cumulative Voting   | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1101-Elimination of Cumulative Voting  | FOR                  |        | Vote with GL                         | Vote with GL   |
| 1103-Adoption of Majority Vote for Election of Directors   | FOR                  |        | Vote with GL                         | Vote with GL   |
| 1105-Adoption of Classified Board  | AGAINST              |        | Vote with GL                         | Vote with GL   |
| 1106-Amendment to Classified Board   | FOR                  |        | Vote with GL                         | Vote with GL   |
| 1107-Repeal of Classified Board  | FOR                  |        | Vote with GL                         | Vote with GL   |
| 1110-Adoption of Poison Pill   | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1111-Redemption of Poison Pill   | FOR                  |        | Vote with GL                         | Vote with GL   |
| 1112-Amendment to Poison Pill  | AGAINST              |        | Vote with GL                         | Vote with GL   |
| 1113-Opting Out of State Takeover Law  | CASE-BY-CASE         |        | FOR                                  | FOR  |
| 1114-Opting into State Takeover Law  | FOR                  |        | AGAINST                              | AGAINST  |
| 1115-Restoration of Right to Call a Special Meeting  | FOR                  |        | FOR (10% Threshold)                  | Vote case-by-case<br>FOR to increase shareholder rights<br>FOR (10% threshold) |
| 1116-Limitation of Right to Call a Special Meeting   | AGAINST              |        | Vote with GL                         | Vote with GL   |
| 1117-Elimination of Right to Call a Special Meeting  | AGAINST              |        | Vote with GL                         | Vote with GL   |
| 1119-Amend Articles to Hold Electronic-Only Shareholder Meetings   | AGAINST              |        | Vote with GL                         | Vote with GL   |
| 1120-Restoration of Written Consent  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1121-Limitation of Written Consent   | CASE-BY-CASE         |        | FOR                                  | Vote with GL   |
| 1122-Elimination of Written Consent  | AGAINST              |        | FOR                                  | Vote with GL   |
| 1125-Adoption of Supermajority Requirement   | AGAINST              |        | Vote with GL                         | Vote with GL   |
| 1126-Amendment to Supermajority Requirement  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1127-Elimination of Supermajority Requirement  | FOR                  |        | Vote with GL                         | Vote with GL   |
| 1130-Restoration of Preemptive Rights  | AGAINST              |        | Vote with GL                         | Vote with GL   |
| 1131-Elimination of Preemptive Rights  | FOR                  |        | Vote with GL                         | Vote with GL   |
| 1135-Adoption of Advance Notice Requirement  | AGAINST              |        | Vote with GL                         | Vote with GL   |
| 1145-Company Name Change   | FOR                  |        | Vote with GL                         | Vote with GL   |
| 1150-Change in State of Incorporation  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1160-Adoption of Fair Price Provision  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1161-Amendment to Fair Price Provision   | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1162-Repeal of Fair Price Provision  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1170-Adoption of Antigreenmail Provision   | FOR                  |        | Vote with GL                         | Vote with GL   |
| 1172-Amendment to Investment Objective   | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1173-Amendment to Investment Advisory Agreement/Sub-Advisory Agreement   | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1175-Conversion of Fund to Open-End Investment Company   | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1180-Technical Amendments to Charter/Bylaw   | FOR                  |        | Vote with GL                         | Vote with GL   |
| 1184-Amendments to Charter/Bylaw - Bundled   | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1185-Misc. Article Amendments  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1186- Article Amendments - Proxy Access  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1190-Misc. Charter Amendments  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1195-Misc. Bylaw Amendments  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1199-Misc. Declaration of Trust Amendments   | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1200-Merger/Acquisition  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1210-Recapitalization  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1220-Restructuring/Reorganization  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1230-Liquidation of the Company  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1240-Buyout  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1250-Spin-off  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1270-Sale of Assets  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1280-Corporate Action (Conversion Rights)  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1385-Misc. Proposal Regarding Management [seeking shareholder approval to amend the Fund's management contract to include: • Adding a performance adjustment component to the Fund's management fee that would reward Fidelity Management and Research Company ("FMR") by increasing management fees when the Fund outperforms its benchmark index and would penalize FMR by decreasing management fees when the Fund underperforms its benchmark index; and • Giving the board the authority to change the Fund's performance adjustment index going forward, without shareholder consent.] | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1390-Misc. Proposal Regarding the Board [seeking election of named individual as a clerk of the bank]  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |
| 1395-Misc. Proposal  | CASE-BY-CASE         |        | Vote with GL                         | Vote with GL   |

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| 2000-SHP Regarding Board Independence [shareholder proposal requesting that the board establish a policy whereby director nominees have no existing business or personal relationships, either directly or indirectly, with the senior management or the Company, and all qualifying board members be paid fees and awards for board service only]   | FOR                  |        |
| 2010-SHP Regarding Director Tenure   | AGAINST              |        |
| 2015-SHP: Director Retirement Age  | AGAINST              |        |
| 2020-SHP Minimum Stock Ownership by Directors or Executives  | CASE-BY-CASE         |        |
| 2025-SHP Regarding Board Composition [shareholder proposal requesting that the board take every reasonable step to ensure that women and minority candidates are in the pool from which board nominees are chosen, and publicly commit itself to a policy of board inclusiveness. The board should report by September 2012 to shareholders on its efforts to encourage diversified representation on the board.]  | CASE-BY-CASE         |        |
| 2030-SHP Regarding Directors' Roles in Corporate Strategy [no example resolution found]  | CASE-BY-CASE         |        |
| 2040-SHP Regarding Nominating a Lead Director  | FOR                  |        |
| 2050-SHP Regarding Independent Board Chairman/Separation of Chair and CEO  | FOR                  |        |
| 2060-SHP Regarding the Requirement of Nominee Statements in the Proxy  | CASE-BY-CASE         |        |
| 2070-SHP Regarding Double Board Nominees [shareholder proposal seeking to require that the nomination and governance committee nominate two candidates for each directorship to be filled by shareholder vote at annual meetings. The proxy statements should include the candidates' background and a statement by each candidate as to why he or she believes they should be elected.]   | CASE-BY-CASE         |        |
| 2075-SHP Regarding Director Liability [shareholder proposal seeking to amend the Company's bylaws and certificate of incorporation, in compliance with applicable law, by inserting the following section: "Section 59h. Notwithstanding other provisions of these bylaws, the Company shall not indemnify any director for any liability resulting from alleged harm to the natural environment, public health or human rights incurred in his or her capacity as a director, except to the extent such indemnification is required by Delaware Law. The provision, consistent with Section 59g, shall not adversely affect any right or protection of a director existing with respect to any act or omission occurring prior to or at the time of enactment of this provision, and any change in indemnity limits pursuant to this provision shall only be applied to an individual director upon subsequent establishment or renewal of his or her directorship. In the event of a conflict between this provision and other corporate governance documents, applicability shall be determined pursuant to Delaware Law."] | CASE-BY-CASE         |        |
| 2080-SHP Regarding Director Training [shareholder proposal requesting that as the terms of current directors expire at least one candidate be recommended who is a recognized authority on environmental matters relevant to hydrocarbon exploration and production, as well as independent by NYSE standards]   | CASE-BY-CASE         |        |
| 2081-SHP Regarding Disclosure of Director Training Programs  | CASE-BY-CASE         |        |
| 2082-SHP Regarding Trained, Qualified Directors on Environment, Health and Safety, Audit and Compensation Committees [shareholder proposal requesting that an independent director with a high level of expertise and experience in environmental matters be selected and nominated for election to the board]   | AGAINST              |        |
| 2083-SHP Regarding Disclosure of Annual Performance Evaluations in Proxy   | CASE-BY-CASE         |        |
| 2084-SHP Regarding Adoption and Disclosure of Business Ethics and Conduct [shareholder proposal resolving that the board of directors be instructed to implement a Company Insider Trading Policy containing certain restrictions on when insiders can trade Company securities]   | CASE-BY-CASE         | FOR    |
| 2090-SHP Regarding Including Social and Environmental Performance in Director Evaluations  | CASE-BY-CASE         | FOR    |
| 2100-SHP Regarding Creation of a Shareholder Committee   | CASE-BY-CASE         |        |
| 2110-SHP Regarding Key Committee Independence  | CASE-BY-CASE         |        |
| 2130-SHP Regarding Creation of Compensation Committee  | FOR                  |        |
| 2140-SHP Regarding Creation of Nom/Gov Committee   | FOR                  |        |
| 2155-SHP Regarding formation of Environmental/Social Committee of the Board  | CASE-BY-CASE         | FOR    |
| 2200-SHP Regarding Approval of Auditor   | CASE-BY-CASE         |        |
| 2210-SHP Regarding Limitations on Auditor Services [amend by-laws to prohibit paying auditors for non-audit services]  | CASE-BY-CASE         |        |
| 2220-SHP Regarding Rotation of Auditor   | CASE-BY-CASE         |        |
| 2230-SHP Regarding Auditor Attendance at Annual Meeting  | CASE-BY-CASE         |        |
| 2300-SHP Regarding Restricting Executive Compensation  | CASE-BY-CASE         |        |
| 2301-SHP: Commonsense Compensation   | CASE-BY-CASE         | FOR    |
| 2302-SHP Regarding Change / Opposition to Director Compensation  | CASE-BY-CASE         |        |
| 2305-SHP Regarding Allowing Shareholders to Vote on [Some Aspect] of Compensation  | CASE-BY-CASE         | FOR    |
| 2306-SHP Regarding Advisory Vote on Compensation (Say on Pay)  | FOR                  | FOR    |
| 2307-SHP Regarding Linking Executive Pay to Social Criteria  | AGAINST              | FOR    |

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| Vote with GL  | Vote with GL  |
| Vote with GL  | Vote with GL  |
| Vote with GL  | Vote with GL  |
| FOR women and minorities and board inclusiveness; otherwise vote with GL  | FOR women and minorities and board inclusiveness; otherwise vote with GL  |
| Vote with GL  | Vote with GL  |
| Vote with GL  | Vote with GL  |
| Vote with GL  | Vote with GL  |
| Vote with GL  | Vote with GL  |
| Vote with GL  | FOR   |
| Vote with GL  | FOR   |
| Vote with GL  | Vote with GL  |
| Vote with GL SRI  | Vote with GL SRI  |
| Vote with GL SRI  | Vote with GL SRI  |
| Vote with GL  | Vote with GL  |
| Vote with GL  | Vote with GL  |
| Vote with GL  | Vote with GL  |
| Vote with GL SRI  | Vote with GL SRI  |
| AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL | AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL |
| AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL | AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL |
| Vote with GL  | Vote with GL  |
| FOR   | FOR   |
| Vote with GL  | Vote with GL  |
| Vote with GL  | Vote with GL  |
| Vote with GL SRI  | Vote with GL SRI  |
| Vote with GL SRI  | Vote with GL SRI  |

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|--|----------------------|--------|
|  | GL GENERAL           | GL SRI |
| 2310-SHP Regarding Disclosure of Executive Compensation  | AGAINST              | FOR    |
| 2311-SHP Regarding Report on Ratio Between CEO and Employee Pay  | AGAINST              | FOR    |
| 2312-SHP Regarding Race and/or Gender Pay Equity Report  | CASE-BY-CASE         | FOR    |
| 2313-SHP Report on Executive Retirement Benefits [seeking shareholder approval of any future extraordinary retirement benefits for senior executives. This policy would be implemented in a manner that does not violate any existing employment agreement or vested pension benefit.]   | FOR                  |        |
| 2315-SHP Regarding Stock Option Policy [shareholder proposal requesting that the board take the necessary steps to ensure that no future new stock options are awarded to senior executives and that no current stock options are repriced or renewed]   | CASE-BY-CASE         |        |
| 2320-SHP Regarding Restricting Director Compensation   | AGAINST              |        |
| 2325-SHP Regarding Paying Directors in Stock (GL had no analyses for this issue code)  | CASE-BY-CASE         |        |
| 2330-SHP Regarding Golden Parachutes   | FOR                  |        |
| 2331-SHP Recoupment of Unearned Bonuses (Clawback)   | CASE-BY-CASE         | FOR    |
| 2340-SHP Regarding Performance-Based Equity Compensation   | CASE-BY-CASE         |        |
| 2341-SHP Pay for [superior] Performance  | CASE-BY-CASE         | FOR    |
| 2350-SHP Regarding Pension Fund Surplus [shareholder proposal requesting that the board obtain approval of any future supplemental executive retirement plan ("SERP") or individual retirement arrangement for senior executives that provides preferential benefit formulas or supplemental pension benefits that are not provided to other managers under the Company's regular tax-qualified pension plan. This policy should not violate any existing employment agreement or vested pension benefit.]             | CASE-BY-CASE         |        |
| 2370-SHP Regarding Compensation Consultants [shareholder proposal seeking approval to request the board of directors to adopt a policy stating that any consultant retained to advise the board or the board's compensation committee on executive compensation matters, or any affiliate of a compensation consultant, should not be retained to provide any other services to the Company, to any affiliate of the Company, or to any of the Company's senior executive officers]                                    | FOR                  |        |
| 2380-SHP Regarding Repricing Options   | CASE-BY-CASE         |        |
| 2390-SHP Regarding Expensing Stock Options [shareholder proposal requesting that the board of directors adopt a policy that a significant portion of future equity compensation grants to senior executives shall be shares of stock that require the achievement of performance goals as a prerequisite to vesting]   | FOR                  |        |
| 2395-SHP Regarding Misc. Compensation  | CASE-BY-CASE         |        |
| 2500-SHP Regarding Cumulative Voting   | CASE-BY-CASE         |        |
| 2502-SHP Regarding Confidential Voting   | CASE-BY-CASE         |        |
| 2503-SHP Regarding Recapitalization  | CASE-BY-CASE         |        |
| 2505-SHP Regarding Discretionary Voting (GL had no analyses for this issue code)   | CASE-BY-CASE         |        |
| 2510-SHP Regarding Counting Shareholder Votes [shareholder proposal requesting that the board take steps to adopt a recapitalization plan for all of the Company's outstanding stock to have one vote per share (including encouragement and negotiation with Ford family shareholders to request that they relinquish, for the common good of all shareholders, any preexisting rights)]  | CASE-BY-CASE         |        |
| 2515-SHP Regarding Majority Vote for Election of Directors   | FOR                  |        |
| 2520-SHP Regarding Allowing Shareholder Input on Proxy [shareholder proposal requesting that the Company includes a binding amendment to the Company's bylaws which requires that shareholders that hold over 5% of the Company's common stock for a period of two years have the right to access the Company's proxy statement and make director nominations, are allowed to vote for nominees on the proxy card and are allowed to make certain qualification disclosures regarding nominees in the proxy statement] | CASE-BY-CASE         |        |
| 2521-SHP Reimbursement of Solicitation Expenses  | FOR                  |        |
| 2522-SHP Shareholder Access to the Nomination Process  | CASE-BY-CASE         | FOR    |
| 2530-SHP Regarding Improvements to Meeting Reports (GL had no analyses for this issue code)  | CASE-BY-CASE         |        |
| 2535-SHP Regarding Removal of Directors  | CASE-BY-CASE         |        |
| 2540-SHP Regarding Preemptive Rights   | CASE-BY-CASE         |        |
| 2550-SHP Regarding the Declassification of the Board   | FOR                  |        |
| 2555-SHP Regarding Redemption of / Shareholder Vote on Poison Pills  | FOR                  |        |
| 2560-SHP Regarding Reducing Supermajority Provisions   | FOR                  |        |
| 2565-SHP Regarding Eliminating Supermajority Provisions  | FOR                  |        |
| 2570-SHP Regarding Repealing Fair Price Provisions (an anti-takeover measure)  | CASE-BY-CASE         |        |
| 2575-SHP Regarding Right to Call a Special Meeting   | CASE-BY-CASE         |        |
| 2580-SHP Regarding Right to Act by Written Consent   | FOR                  |        |
| 2585-SHP Regarding Antigreenmail Provisions (deterrence AGAINST board passing a share buyback)   | FOR                  |        |

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| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| FOR  | FOR  |
| FOR requirements that at least twenty-five percent of payments to directors be in stock; AGAINST otherwise | FOR requirements that at least twenty-five percent of payments to directors be in stock; AGAINST otherwise |
| Vote with GL   | Vote with GL   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL   | Vote with GL   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| FOR independent vote tabulator; GL otherwise   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| FOR with a minimum 10 percent share threshold  | Vote case-by-case<br><br>Vote For to increase shareholder rights<br><br>FOR (10% threshold)                |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |

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| ISSUE CODE / POLICY ITEM  | Glass Lewis Policies |              |
|---|----------------------|--------------|
|   | GL GENERAL           | GL SRI       |
| 2587-SHP Regarding Sale of the Company or Assets  | CASE-BY-CASE         |              |
| 2588-SHP Requiring Directors to Consider the Effects of Mergers, Takeovers or Acquisitions on Company Stakeholders                                    | AGAINST              | FOR          |
| 2590-SHP Regarding Reincorporation  | CASE-BY-CASE         |              |
| 2593-SHP Regarding Annual Meeting Date  | AGAINST              |              |
| 2594-SHP Regarding Annual Meeting Location  | AGAINST              |              |
| 2595-SHP Regarding Misc. Board/Shareholder Rights Issue (GL had no analyses for this issue code)  | CASE-BY-CASE         |              |
| 2600-SHP Regarding Ceres Principles (a 10-point code of corporate environmental ideals)   | CASE-BY-CASE         | FOR          |
| 2605-SHP Regarding Report/Action on Climate Change  | CASE-BY-CASE         | FOR          |
| 2610-SHP Regarding Sustainability Report  | CASE-BY-CASE         | FOR          |
| 2611-SHP Regarding Environmental Report   | FOR                  | FOR          |
| 2615-SHP Regarding Review Energy Efficiency & Renewables  | CASE-BY-CASE         | FOR          |
| 2620-SHP Regarding Bioengineering / Nanotechnology Safety   | AGAINST              | FOR          |
| 2640-SHP Regarding Review Nuclear Facility/Waste  | AGAINST              | FOR          |
| 2645-SHP Regarding Report on Power Plant Construction (GL had no analyses for this issue code)  | AGAINST              | FOR          |
| 2650-SHP Regarding Report on Nuclear Weapons Production   | AGAINST              | FOR          |
| 2655-SHP Regarding Ending Nuclear Weapons Production  | AGAINST              | FOR          |
| 2660-SHP Regarding Space Weapons (SH proposal requesting a report on space weapons with the long term goal of reducing or eliminating space weapons.) | AGAINST              | FOR          |
| 2661-SHP Regarding Firearms   | CASE-BY-CASE         | CASE-BY-CASE |
| 2670-SHP Regarding Improving Elimination of Dioxin Formation  | AGAINST              | FOR          |
| 2671-SHP Regarding Report on Financial Risks of Cyanide Leaching  | AGAINST              | FOR          |
| 2675-SHP Regarding Safe Management of Wastes Contaminated by PCBs   | AGAINST              | FOR          |
| 2680-SHP Regarding Phasing Out PVC Products in Medical Products   | AGAINST              | FOR          |
| 2681-SHP Regarding Labeling Devices Containing PVC Plasticized with DEHP  | AGAINST              | FOR          |
| 2682-SHP Regarding Eliminating Mercury Pollution from the Hospital Waste Stream   | AGAINST              | FOR          |
| 2683-SHP Regarding Phasing Out Retail Sale of Mercury Fever Thermometers  | AGAINST              | FOR          |
| 2684-SHP Regarding Adoption of Comprehensive Recycling Strategies   | AGAINST              | FOR          |
| 2685-SHP Regarding Company Product Responsibility   | AGAINST              | FOR          |
| 2686-SHP Regarding Reporting and Reducing Greenhouse Gas Emissions  | CASE-BY-CASE         | FOR          |
| 2690-SHP Regarding Report on Antibiotics in Animal Agriculture  | AGAINST              | FOR          |
| 2695-SHP Regarding Misc. Energy/Environmental Issues (Company policy on recycling electronic waste)   | CASE-BY-CASE         | FOR          |
| 2700-SHP Regarding Report on EEO  | CASE-BY-CASE         | FOR          |
| 2705-SHP Regarding Monitoring/Adopting ILO (International Labor Organization) Conventions   | CASE-BY-CASE         | FOR          |
| 2710-SHP Regarding Review of Global Labor Practices   | CASE-BY-CASE         | FOR          |
| 2711-SHP Regarding Reporting on Company's Compliance with International Human Rights Standards  | CASE-BY-CASE         | FOR          |
| 2713-SHP Regarding Independent Verification of Contractors' Compliance with Labor and Human Rights Standards  | AGAINST              | FOR          |
| 2715-SHP Regarding MacBride Principles (fair employment)  | AGAINST              | FOR          |
| 2720-SHP Regarding Support of Fair Trade Coffee   | AGAINST              | FOR          |
| 2725-SHP Regarding Review Mexican Work Force Conditions   | CASE-BY-CASE         | FOR          |
| 2730-SHP Regarding Adopting Standards for Mexican Operation   | CASE-BY-CASE         | FOR          |
| 2735-SHP Regarding Prohibiting Forced Labor in China  | CASE-BY-CASE         | FOR          |
| 2737-SHP Regarding Adoption and Implementation of the China Business Principles   | CASE-BY-CASE         | FOR          |
| 2740-SHP Regarding Code of Conduct in China   | CASE-BY-CASE         | FOR          |
| 2745-SHP Regarding Reviewing Operations in Burma/The Sudan  | CASE-BY-CASE         | FOR          |
| 2750-SHP Regarding Limiting or Ending Operations in Burma/The Sudan   | CASE-BY-CASE         | FOR          |
| 2755-SHP Regarding Reviewing Operations' Impact on Local Groups   | CASE-BY-CASE         | FOR          |
| 2757-SHP Regarding Adoption of Equator Principles   | AGAINST              | FOR          |
| 2760-SHP Regarding No Loans/Government Contracts in Misc. Country (GL had no analyses for this issue code)  | AGAINST              | FOR          |

| The Episcopal Church Policies  |  |
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| Approved by Exec Council - Jan 2015)   | Recommended by EC CCSR - Jan 2020)   |
| Vote with GL   | Vote with GL   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL   | Vote with GL   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL   | FOR  |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| FOR reports on the risks associated with irradiated fuel rods; AGAINST resolutions asking for an end to nuclear power-related activities | FOR reports on the risks associated with irradiated fuel rods; AGAINST resolutions asking for an end to nuclear power-related activities |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL   | Case by case. Support any proposal that seeks to reduce the illegal use of firearms.   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
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| Vote with GL SRI   | Vote with GL SRI   |

TEC PROXY VOTING POLICY

| ISSUE CODE / POLICY ITEM  | Glass Lewis Policies |        |
|---|----------------------|--------|
|   | GL GENERAL           | GL SRI |
| 2765-SHP Regarding Military Contracts/Sales   | AGAINST              | FOR    |
| 2768-SHP Regarding Offering Existing Participants Option To Retain Pension Plan   | AGAINST              | FOR    |
| 2770-SHP Regarding Plant Closings   | AGAINST              | FOR    |
| 2773-SHP Regarding Report on How Workers' Rights Will be Respected During Downsizings   | AGAINST              | FOR    |
| 2774-SHP Regarding Freeze Executive Pay During Layoffs  | AGAINST              | FOR    |
| 2775-SHP Regarding Adopting Sexual Orientation Anti-Bias Policy   | CASE-BY-CASE         | FOR    |
| 2780-SHP Regarding Report on Effect of Health Pandemics on the Company and Its Response   | AGAINST              | FOR    |
| 2785-SHP Regarding Misc. Worker Health/Safety (GL had no analyses for this issue code)  | CASE-BY-CASE         | FOR    |
| 2790-SHP Regarding Misc. Labor Issues/Policies (report on working and living conditions within company facility)  | CASE-BY-CASE         | FOR    |
| 2795-SHP Regarding Misc. Human/Political Rights Policies (create a board committee on human rights)   | CASE-BY-CASE         | FOR    |
| 2800-SHP Regarding Tobacco/Alcohol  | CASE-BY-CASE         | FOR    |
| 2810-SHP Regarding Drug Pricing/Distribution  | AGAINST              | FOR    |
| 2815-SHP Regarding Animal Welfare   | AGAINST              | FOR    |
| 2820-SHP Regarding Fair Lending Policy  | AGAINST              | FOR    |
| 2825-SHP Regarding Pregnancy/Abortion Issues  | AGAINST              |        |
| 2830-SHP Regarding Reviewing Charitable Spending  | CASE-BY-CASE         | FOR    |
| 2835-SHP Regarding Limiting or Ending Charitable Spending   | AGAINST              |        |
| 2840-SHP Regarding Reviewing Political Spending or Lobbying   | CASE-BY-CASE         | FOR    |
| 2845-SHP Regarding Limiting or Ending Political Spending  | CASE-BY-CASE         | FOR    |
| 2850-SHP Regarding Affirmation of Political Nonpartisanship   | AGAINST              | FOR    |
| 2855-SHP Regarding Disclosure of Prior Government Service   | AGAINST              | FOR    |
| 2860-SHP Regarding Refraining from Challenging Government Laws  | AGAINST              | FOR    |
| 2870-SHP Regarding Oil&Gas Transparency Initiative  | AGAINST              | FOR    |
| 2885-SHP Regarding Participation in Funding of Micro-Finance Groups   | AGAINST              | FOR    |
| 2890-SHP: Ethical Criteria for Marketing Breast Milk Substitutes  | AGAINST              | FOR    |
| 2895-SHP Regarding Misc. Social Issue (use of conflict minerals)  | CASE-BY-CASE         |        |
| 2905-SHP Regarding Identification of Proponents Of SHPs (GL could provide no examples for this issue code because it hasn't appeared on a proxy in several years)               | CASE-BY-CASE         | FOR    |
| 2910-SHP Regarding Reports on Legal Expenditures Related To Legal Compliance/Lawsuits   | CASE-BY-CASE         | FOR    |
| 2940-SHP Regarding Repeal of Bylaw Amendments   | CASE-BY-CASE         |        |
| 2950-SHP Regarding Company Compliance with Corporate Governance Codes (GL could provide no examples for this issue code because it hasn't appeared on a proxy in several years) | CASE-BY-CASE         | FOR    |
| 2995-SHP: Misc. Issues (SH request to list company stock on a national securities exchange)   | CASE-BY-CASE         |        |

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| FOR reports on processes and procedures for foreign military sales; otherwise vote with GL   | FOR reports on processes and procedures for foreign military sales; otherwise vote with GL   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| FOR resolutions regarding investment company avoidance of tobacco investments and making company facilities smokefree, FOR resolutions regarding the creation of industry standards for limiting smoking in movies, FOR resolutions regarding reviews of tobacco use in movies, and AGAINST resolutions requesting divestiture of movie businesses based on tobacco use in movies; vote with GL re alcohol | FOR resolutions regarding investment company avoidance of tobacco investments and making company facilities smokefree, FOR resolutions regarding the creation of industry standards for limiting smoking in movies, FOR resolutions regarding reviews of tobacco use in movies, and AGAINST resolutions requesting divestiture of movie businesses based on tobacco use in movies; vote with GL re alcohol |
| Vote with GL SRI   | Vote with GL SRI   |
| FOR resolutions regarding reviews of animal welfare policies; AGAINST on resolutions regarding ending animal testing (except FOR resolutions regarding ending animal testing for cosmetics and undertaking humane slaughtering techniques); otherwise vote with GL SRI   | FOR resolutions regarding reviews of animal welfare policies; AGAINST on resolutions regarding ending animal testing (except FOR resolutions regarding ending animal testing for cosmetics and undertaking humane slaughtering techniques); otherwise vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
| AGAINST resolutions regarding limits on the production or provision of contraceptives and/or abortifacients  | AGAINST resolutions regarding limits on the production or provision of contraceptives and/or abortifacients  |
| AGAINST reviewing to cut charitable spending or to cut charitable spending; otherwise vote with GL SRI   | AGAINST reviewing to cut charitable spending or to cut charitable spending; otherwise vote with GL SRI   |
| Vote with GL   | Vote with GL   |
| Vote with GL SRI   | Vote with GL SRI   |
| Vote with GL SRI   | Vote with GL SRI   |
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