

Vote Summary Report

Date range covered: 04/01/2020 to 04/30/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Rio Tinto Plc

Meeting Date: 04/08/2020	Country: United Kingdom	Primary Security ID: G75754104	Meeting ID: 1385684
Record Date: 04/06/2020	Meeting Type: Annual	Ticker: RIO	
Primary ISIN: GB0007188757		Primary SEDOL: 0718875	
Shares Voted: 4,587		Votable Shares: 4,587	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Resolutions 1 to 20 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt	No						
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2	Approve Remuneration Report for UK Law Purposes	Mgmt	Yes	For	For	For	No	No	No
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	Yes	For	For	For	No	No	No
4	Approve the Potential Termination of Benefits for Australian Law Purposes	Mgmt	Yes	For	For	For	No	No	No
5	Elect Hinda Gharbi as Director	Mgmt	Yes	For	For	For	No	No	No
6	Elect Jennifer Nason as Director	Mgmt	Yes	For	For	For	No	No	No
7	Elect Ngaire Woods as Director	Mgmt	Yes	For	For	For	No	No	No
8	Re-elect Megan Clark as Director	Mgmt	Yes	For	For	For	No	No	No
9	Re-elect David Constable as Director	Mgmt	Yes	For	For	For	No	No	No
10	Re-elect Simon Henry as Director	Mgmt	Yes	For	For	For	No	No	No
11	Re-elect Jean-Sebastien Jacques as Director	Mgmt	Yes	For	For	For	No	No	No
12	Re-elect Sam Laidlaw as Director	Mgmt	Yes	For	For	For	No	No	No
13	Re-elect Michael L'Estrange as Director	Mgmt	Yes	For	For	For	No	No	No
14	Re-elect Simon McKeon as Director	Mgmt	Yes	For	For	For	No	No	No
15	Re-elect Jakob Stausholm as Director	Mgmt	Yes	For	For	For	No	No	No
16	Re-elect Simon Thompson as Director	Mgmt	Yes	For	For	For	No	No	No
17	Appoint KPMG LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
19	Authorise EU Political Donations and Expenditure	Mgmt	Yes	For	For	For	No	No	No
20	Amend Articles of Association Re: General Updates and Changes	Mgmt	Yes	For	For	For	No	No	No

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Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Resolution 21 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders Voting as Separate Electorate	Mgmt	No						
21	Amend Articles of Association Re: Hybrid and Contemporaneous General Meetings	Mgmt	Yes	For	For	For	No	No	No
	Resolutions 22 to 25 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt	No						
22	Authorise Issue of Equity	Mgmt	Yes	For	Against	Against	Yes	No	Yes
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	No	No	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For	For	No	No	No

Ping An Insurance (Group) Company of China, Ltd.

Meeting Date: 04/09/2020	Country: China	Primary Security ID: Y69790106	Meeting ID: 1397107
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: 2318	
	Primary ISIN: CNE1000003X6	Primary SEDOL: B01FLR7	
	Shares Voted: 45,500	Votable Shares: 45,500	
	Voting Policy: Chicago Teachers' Pension Fund		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt	No						
1	Approve 2019 Report of the Board of Directors	Mgmt	Yes	For	For	For	No	No	No
2	Approve 2019 Report of the Supervisory Committee	Mgmt	Yes	For	For	For	No	No	No
3	Approve 2019 Annual Report and Its Summary	Mgmt	Yes	For	For	For	No	No	No
4	Approve 2019 Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
5	Approve 2019 Profit Distribution Plan and Distribution of Final Dividends	Mgmt	Yes	For	For	For	No	No	No
6	Approve PricewaterhouseCoopers Zhong Tian LLP as PRC Auditor and PricewaterhouseCoopers as International Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	No	No	No
7	Approve 2019 Performance Evaluation of Independent Non-Executive Directors	Mgmt	Yes	For	For	For	No	No	No

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Ping An Insurance (Group) Company of China, Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8	Approve Issuance of Debt Financing Instruments	Mgmt	Yes	For	For	For	No	No	No
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Mgmt	Yes	For	Against	Against	Yes	No	No
10	Amend Articles of Association	Mgmt	Yes	For	For	For	No	No	No
11	Elect Lu Min as Director	SH	Yes	For	Against	Against	Yes	No	Yes

Airbus SE

Meeting Date: 04/16/2020	Country: Netherlands	Primary Security ID: N0280G100	Meeting ID: 1393340
Record Date: 03/19/2020	Meeting Type: Annual	Ticker: AIR	
Primary ISIN: NL0000235190		Primary SEDOL: 4012250	
Shares Voted: 4,944		Votable Shares: 4,944	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Annual Meeting Agenda	Mgmt	No						
1	Open Meeting	Mgmt	No						
2.1	Discussion on Company's Corporate Governance Structure	Mgmt	No						
2.2	Receive Report on Business and Financial Statements	Mgmt	No						
2.3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No						
3	Discussion of Agenda Items	Mgmt	No						
4.1	Adopt Financial Statements	Mgmt	Yes	For	For	For	No	No	No
4.2	Approve Allocation of Income and Dividends of EUR of 1.80 per Share	Mgmt	No						
4.3	Approve Discharge of Non-Executive Members of the Board of Directors	Mgmt	Yes	For	Against	Against	Yes	No	No
4.4	Approve Discharge of Executive Members of the Board of Directors	Mgmt	Yes	For	Against	Against	Yes	No	No
4.5	Ratify Ernst & Young as Auditors	Mgmt	Yes	For	For	For	No	No	No
4.6	Adopt Remuneration Policy	Mgmt	Yes	For	For	For	No	No	No
4.7	Approve Remuneration Report Containing Remuneration Policy	Mgmt	Yes	For	For	For	No	No	No

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Airbus SE

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.8	Elect Mark Dunkerley as Non-Executive Director	Mgmt	Yes	For	For	For	No	No	No
4.9	Elect Stephan Gemkow as Non-Executive Director	Mgmt	Yes	For	For	For	No	No	No
4.10	Reelect Ralph D. Crosby, Jr. as Non-Executive Director	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.11	Reelect Lord Drayson (Paul) as Non-Executive Director	Mgmt	Yes	For	For	For	No	No	No
4.12	Grant Board Authority to Issue Shares Up To 0.51 Percent of Issued Capital and Exclude Preemptive Rights Re: ESOP and LTIP Plans	Mgmt	Yes	For	For	For	No	No	No
4.13	Grant Board Authority to Issue Shares Up To 1.15 Percent of Issued Capital and Exclude Preemptive Rights Re: Company Funding	Mgmt	Yes	For	For	For	No	No	No
4.14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
4.15	Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
5	Close Meeting	Mgmt	No						

Canadian Pacific Railway Limited

Meeting Date: 04/21/2020	Country: Canada	Primary Security ID: 13645T100	Meeting ID: 1392202
Record Date: 02/28/2020	Meeting Type: Annual	Ticker: CP	
Primary ISIN: CA13645T1003		Primary SEDOL: 2793115	
Shares Voted: 3,643		Votable Shares: 3,643	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Ratify Deloitte LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
2	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	For	No	No	No
3.1	Elect Director John Baird	Mgmt	Yes	For	For	For	No	No	No
3.2	Elect Director Isabelle Courville	Mgmt	Yes	For	For	For	No	No	No
3.3	Elect Director Keith E. Creel	Mgmt	Yes	For	For	For	No	No	No
3.4	Elect Director Gillian (Jill) H. Denham	Mgmt	Yes	For	For	For	No	No	No
3.5	Elect Director Edward R. Hamberger	Mgmt	Yes	For	For	For	No	No	No
3.6	Elect Director Rebecca MacDonald	Mgmt	Yes	For	For	For	No	No	No

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Canadian Pacific Railway Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3.7	Elect Director Edward L. Monser	Mgmt	Yes	For	For	For	No	No	No
3.8	Elect Director Matthew H. Paull	Mgmt	Yes	For	For	For	No	No	No
3.9	Elect Director Jane L. Peverett	Mgmt	Yes	For	For	For	No	No	No
3.10	Elect Director Andrea Robertson	Mgmt	Yes	For	For	For	No	No	No
3.11	Elect Director Gordon T. Trafton	Mgmt	Yes	For	For	For	No	No	No

London Stock Exchange Group Plc

Meeting Date: 04/21/2020	Country: United Kingdom	Primary Security ID: G5689U103	Meeting ID: 1400264
Record Date: 04/17/2020	Meeting Type: Annual	Ticker: LSE	
Primary ISIN: GB00B0SWJX34		Primary SEDOL: B0SWJX3	
Shares Voted: 2,600		Votable Shares: 2,600	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2	Approve Final Dividend	Mgmt	Yes	For	For	For	No	No	No
3	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
4	Approve Remuneration Policy	Mgmt	Yes	For	For	For	No	No	No
5	Re-elect Jacques Aigrain as Director	Mgmt	Yes	For	For	For	No	No	No
6	Re-elect Marshall Bailey as Director	Mgmt	Yes	For	For	For	No	No	No
7	Re-elect Kathleen DeRose as Director	Mgmt	Yes	For	For	For	No	No	No
8	Re-elect Cressida Hogg as Director	Mgmt	Yes	For	For	For	No	No	No
9	Re-elect Raffaele Jerusalmi as Director	Mgmt	Yes	For	For	For	No	No	No
10	Re-elect Stephen O'Connor as Director	Mgmt	Yes	For	For	For	No	No	No
11	Re-elect Val Rahmani as Director	Mgmt	Yes	For	For	For	No	No	No
12	Re-elect Don Robert as Director	Mgmt	Yes	For	For	For	No	No	No
13	Re-elect David Schwimmer as Director	Mgmt	Yes	For	For	For	No	No	No
14	Re-elect Andrea Sironi as Director	Mgmt	Yes	For	For	For	No	No	No
15	Re-elect David Warren as Director	Mgmt	Yes	For	For	For	No	No	No
16	Elect Dominic Blakemore as Director	Mgmt	Yes	For	For	For	No	No	No

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London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
19	Authorise Issue of Equity	Mgmt	Yes	For	Against	Against	Yes	No	Yes
20	Authorise EU Political Donations and Expenditure	Mgmt	Yes	For	For	For	No	No	No
21	Approve Deferred Bonus Plan	Mgmt	Yes	For	For	For	No	No	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	For	No	No	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	No	No	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For	For	No	No	No

ASML Holding NV

Meeting Date: 04/22/2020	Country: Netherlands	Primary Security ID: N07059202	Meeting ID: 1369591
Record Date: 03/25/2020	Meeting Type: Annual	Ticker: ASML	
	Primary ISIN: NL0010273215	Primary SEDOL: B929F46	
	Shares Voted: 2,385	Votable Shares: 2,385	
	Voting Policy: Chicago Teachers' Pension Fund		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Annual Meeting Agenda	Mgmt	No						
1	Open Meeting	Mgmt	No						
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt	No						
3.a	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
3.c	Receive Clarification on Company's Reserves and Dividend Policy	Mgmt	No						
3.d	Approve Dividends of EUR 2.40 Per Share	Mgmt	Yes	For	For	For	No	No	No
4.a	Approve Discharge of Management Board	Mgmt	Yes	For	For	For	No	No	No
4.b	Approve Discharge of Supervisory Board	Mgmt	Yes	For	For	For	No	No	No

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ASML Holding NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	Approve Number of Shares for Management Board	Mgmt	Yes	For	For	For	No	No	No
6	Approve Certain Adjustments to the Remuneration Policy for Management Board	Mgmt	Yes	For	For	For	No	No	No
7	Approve Remuneration Policy for Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
8.a	Announce Vacancies on the Supervisory Board	Mgmt	No						
8.b	Opportunity to Make Recommendations	Mgmt	No						
8.c	Announce Intention to Reappoint A.P. Aris and Appoint D.W.A. East and D.M. Durcan to Supervisory Board	Mgmt	No						
8.d	Reelect A.P. (Annet) Aris to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
8.e	Elect D.M. (Mark) Durcan to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
8.f	Elect D.W.A. (Warren) East to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
8.g	Receive Information on the Composition of the Supervisory Board	Mgmt	No						
9	Ratify KPMG as Auditors	Mgmt	Yes	For	For	For	No	No	No
10.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	Mgmt	Yes	For	For	For	No	No	No
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 10.a	Mgmt	Yes	For	For	For	No	No	No
10.c	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	Mgmt	Yes	For	For	For	No	No	No
10.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 10.c	Mgmt	Yes	For	For	For	No	No	No
11.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
11.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
12	Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
13	Other Business (Non-Voting)	Mgmt	No						
14	Close Meeting	Mgmt	No						

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Akzo Nobel NV

Meeting Date: 04/23/2020	Country: Netherlands	Primary Security ID: N01803308	Meeting ID: 1398035
Record Date: 03/26/2020	Meeting Type: Annual	Ticker: AKZA	
Primary ISIN: NL0013267909		Primary SEDOL: BJ2KSG2	
Shares Voted: 4,806		Votable Shares: 4,806	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Annual Meeting Agenda	Mgmt	No						
1	Open Meeting	Mgmt	No						
2.a	Receive Report of Management Board (Non-Voting)	Mgmt	No						
3.a	Adopt Financial Statements	Mgmt	Yes	For	For	For	No	No	No
3.b	Discuss on the Company's Dividend Policy	Mgmt	No						
3.c	Approve Dividends of EUR 1.90 Per Share	Mgmt	Yes	For	For	For	No	No	No
3.d	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
4.a	Approve Discharge of Management Board	Mgmt	Yes	For	For	For	No	No	No
4.b	Approve Discharge of Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
5	Reelect P. Kirby to Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
6.a	Amend Remuneration Policy for Management Board	Mgmt	Yes	For	For	For	No	No	No
6.b	Amend Remuneration Policy for Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
7	Amend Articles Re: Implementation of the Act on the Conversion of BearerShares and the Dutch Provisions Implementing the Shareholder Rights Directive II	Mgmt	Yes	For	For	For	No	No	No
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For	For	No	No	No
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	For	No	No	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
10	Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
11	Close Meeting	Mgmt	No						

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Companhia Brasileira de Distribuicao

Meeting Date: 04/23/2020		Country: Brazil		Primary Security ID: P30558103		Meeting ID: 1411323	
Record Date:		Meeting Type: Special		Ticker: PCAR3			
		Primary ISIN: BRPCARACNOR3		Primary SEDOL: 2667793			
Shares Voted: 9,200		Votable Shares: 9,200					
Voting Policy: Chicago Teachers' Pension Fund							

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Amend Articles and Consolidate Bylaws	Mgmt	Yes	For	For	For	No	No	No
2	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	Yes	None	For	For	No	No	No

Companhia Brasileira de Distribuicao

Meeting Date: 04/23/2020		Country: Brazil		Primary Security ID: P30558103		Meeting ID: 1411448	
Record Date:		Meeting Type: Annual		Ticker: PCAR3			
		Primary ISIN: BRPCARACNOR3		Primary SEDOL: 2667793			
Shares Voted: 9,200		Votable Shares: 9,200					
Voting Policy: Chicago Teachers' Pension Fund							

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2019	Mgmt	Yes	For	For	For	No	No	No
2	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	For	No	No	No
3	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	Yes	For	Against	Against	Yes	No	No
4	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	Yes	None	For	For	No	No	No
5	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	Yes	None	For	For	No	No	No

Nestle SA

Meeting Date: 04/23/2020	Country: Switzerland	Primary Security ID: H57312649	Meeting ID: 1385281
Record Date:	Meeting Type: Annual	Ticker: NESN	
	Primary ISIN: CH0038863350	Primary SEDOL: 7123870	

Vote Summary Report

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Location(s): All Locations

Institution Account(s): LEIA Chicago Teachers' Pension Fund

Nestle SA

Shares Voted: 6,407

Votable Shares: 6,407

Voting Policy: Chicago Teachers' Pension Fund

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
1.2	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
2	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	For	For	No	No	No
3	Approve Allocation of Income and Dividends of CHF 2.70 per Share	Mgmt	Yes	For	For	For	No	No	No
4.1.a	Reelect Paul Bulcke as Director and Board Chairman	Mgmt	Yes	For	Against	Against	Yes	No	Yes
4.1.b	Reelect Ulf Schneider as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.c	Reelect Henri de Castries as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.d	Reelect Renato Fassbind as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.e	Reelect Ann Veneman as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.f	Reelect Eva Cheng as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.g	Reelect Patrick Aebischer as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.h	Reelect Ursula Burns as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.i	Reelect Kasper Rorsted as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.j	Reelect Pablo Isla as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.k	Reelect Kimberly Ross as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.l	Reelect Dick Boer as Director	Mgmt	Yes	For	For	For	No	No	No
4.1.m	Reelect Dinesh Paliwal as Director	Mgmt	Yes	For	For	For	No	No	No
4.2	Elect Hanne Jimenez de Mora as Director	Mgmt	Yes	For	For	For	No	No	No
4.3.1	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.3.2	Appoint Ursula Burns as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.3.3	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.3.4	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	Yes	For	For	For	No	No	No
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	Yes	For	For	For	No	No	No
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	Yes	For	For	For	No	No	No

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Institution Account(s): LEIA Chicago Teachers' Pension Fund

Nestle SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	Yes	For	For	For	No	No	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 55 Million	Mgmt	Yes	For	For	For	No	No	No
6	Approve CHF 9.5 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
7	Transact Other Business (Voting)	Mgmt	Yes	Against	Against	Against	No	No	No

NOVATEK JSC

Meeting Date: 04/24/2020	Country: Russia	Primary Security ID: X5880H100	Meeting ID: 1418084
Record Date: 03/31/2020	Meeting Type: Annual	Ticker: NVTK	
Primary ISIN: RU000A0DKV55		Primary SEDOL: B59HPK1	
Shares Voted: 1,804		Votable Shares: 1,804	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Meeting for GDR Holders	Mgmt	No						
1.1	Approve Annual Report and Financial Statements	Mgmt	Yes	For	For	For	No	No	No
1.2	Approve Dividends of RUB 18.10 per Share	Mgmt	Yes	For	For	For	No	No	No
	Elect Nine Directors by Cumulative Voting	Mgmt	No						
2.1	Elect Andrei Akimov as Director	Mgmt	No						
2.2	Elect Arnaud Le Foll as Director	Mgmt	Yes	None	Against	Against	No	No	No
2.3	Elect Michael Borrell as Director	Mgmt	Yes	None	Against	Against	No	No	No
2.4	Elect Robert Castaigne as Director	Mgmt	Yes	None	For	For	No	No	No
2.5	Elect Tatiana Mitrova as Director	Mgmt	Yes	None	For	For	No	No	No
2.6	Elect Leonid Mikhelson as Director	Mgmt	Yes	None	Against	Against	No	No	No
2.7	Elect Aleksandr Natalenko as Director	Mgmt	Yes	None	Against	Against	No	No	No
2.8	Elect Viktor Orlov as Director	Mgmt	Yes	None	For	For	No	No	No
2.9	Elect Gennadii Timchenko as Director	Mgmt	No						
	Elect Four Members of Audit Commission	Mgmt	No						
3.1	Elect Olga Beliaeva as Member of Audit Commission	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 04/01/2020 to 04/30/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

NOVATEK JSC

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3.2	Elect Anna Merzliakova as Member of Audit Commission	Mgmt	Yes	For	For	For	No	No	No
3.3	Elect Igor Riaskov as Member of Audit Commission	Mgmt	Yes	For	For	For	No	No	No
3.4	Elect Nikolai Shulikin as Member of Audit Commission	Mgmt	Yes	For	For	For	No	No	No
4	Ratify PricewaterhouseCoopers as Auditor	Mgmt	Yes	For	For	For	No	No	No
5	Approve Remuneration of Directors	Mgmt	No						
6	Approve Remuneration of Members of Audit Commission	Mgmt	No						

Intesa Sanpaolo SpA

Meeting Date: 04/27/2020	Country: Italy	Primary Security ID: T55067101	Meeting ID: 1396253
Record Date: 04/16/2020	Meeting Type: Annual/Special	Ticker: ISP	
Primary ISIN: IT0000072618		Primary SEDOL: 4076836	
Shares Voted: 83,192		Votable Shares: 83,192	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Business	Mgmt	No						
	Management Proposals	Mgmt	No						
1a	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
1b	Approve Allocation of Income	Mgmt	Yes	For	For	For	No	No	No
2a	Elect Andrea Sironi as Director	Mgmt	Yes	For	For	For	No	No	No
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt	No						
2b	Elect Roberto Franchini as Director	SH	Yes	None	For	For	No	No	No
	Management Proposals	Mgmt	No						
3a	Approve Remuneration Policy	Mgmt	Yes	For	For	For	No	No	No
3b	Approve Second Section of the Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
3c	Approve Fixed-Variable Compensation Ratio	Mgmt	Yes	For	For	For	No	No	No
3d	Approve 2019 and 2020 Annual Incentive Plans	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 04/01/2020 to 04/30/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Annual Incentive Plan	Mgmt	Yes	For	For	For	No	No	No
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
	Extraordinary Business	Mgmt	No						
1	Approve Issuance of Shares to Be Subscribed through a Contribution in Kind of Shares of Unione di Banche Italiane SpA	Mgmt	Yes	For	For	For	No	No	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Yes	None	Against	Against	No	No	No

Bayer AG

Meeting Date: 04/28/2020	Country: Germany	Primary Security ID: D0712D163	Meeting ID: 1401420
Record Date:	Meeting Type: Annual	Ticker: BAYN	
	Primary ISIN: DE000BAY0017	Primary SEDOL: 5069211	
	Shares Voted: 7,173	Votable Shares: 7,173	
	Voting Policy: Chicago Teachers' Pension Fund		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.80 per Share for Fiscal 2019	Mgmt	Yes	For	For	For	No	No	No
2	Approve Discharge of Management Board for Fiscal 2019	Mgmt	Yes	For	For	For	No	No	No
3	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	Yes	For	For	For	No	No	No
4.1	Elect Ertharin Cousin to the Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
4.2	Elect Otmar Wiestler to the Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
4.3	Elect Horst Baier to the Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
5	Approve Remuneration Policy for the Management Board	Mgmt	Yes	For	For	For	No	No	No
6	Approve Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For	For	No	No	No
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	Yes	For	For	For	No	No	No
8	Ratify Deloitte GmbH as Auditors for Fiscal 2020	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 04/01/2020 to 04/30/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Assa Abloy AB

Meeting Date: 04/29/2020	Country: Sweden	Primary Security ID: W0817X204	Meeting ID: 1413704
Record Date: 04/23/2020	Meeting Type: Annual	Ticker: ASSA.B	
Primary ISIN: SE0007100581		Primary SEDOL: BYPC1T4	
Shares Voted: 21,780		Votable Shares: 21,780	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting	Mgmt	No						
2	Elect Chairman of Meeting	Mgmt	Yes	For	For	For	No	No	No
3	Prepare and Approve List of Shareholders	Mgmt	Yes	For	For	For	No	No	No
4	Approve Agenda of Meeting	Mgmt	Yes	For	For	For	No	No	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	Yes	For	For	For	No	No	No
6	Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	For	For	No	No	No
7	Receive President's Report	Mgmt	No						
8.a	Receive Financial Statements and Statutory Reports	Mgmt	No						
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	No						
8.c	Receive Board's Proposal on Distribution of Profits	Mgmt	No						
9.a	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
9.b	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	Yes	For	For	For	No	No	No
9.c	Approve Discharge of Board and President	Mgmt	Yes	For	For	For	No	No	No
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	Yes	For	For	For	No	No	No
11.a	Approve Remuneration of Directors in the Amount of SEK 2.35 million for Chairman, SEK 900,000 for Vice Chairman and SEK 685,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	For	For	No	No	No
11.b	Approve Remuneration of Auditors	Mgmt	Yes	For	Against	Against	Yes	No	Yes
12.a	Reelect Lars Renstrom (Chairman), Carl Douglas (Vice Chair), Eva Karlsson, Birgitta Klasen, Lena Olving, Sofia Schorling Hogberg and Jan Svensson as Directors; Elect Joakim Weidemanis as New Director	Mgmt	Yes	For	Against	Against	Yes	No	No
12.b	Ratify Ernst & Young as Auditors	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 04/01/2020 to 04/30/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Yes	For	For	For	No	No	No
14	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For	For	For	No	No	No
15	Approve Performance Share Matching Plan LTI 2020	Mgmt	Yes	For	Against	Against	Yes	No	No
16	Amend Articles of Association	Mgmt	Yes	For	For	For	No	No	No
17	Close Meeting	Mgmt	No						

Unilever Plc

Meeting Date: 04/29/2020	Country: United Kingdom	Primary Security ID: G92087165	Meeting ID: 1402768
Record Date: 04/27/2020	Meeting Type: Annual	Ticker: ULVR	
	Primary ISIN: GB00B10RZP78	Primary SEDOL: B10RZP7	
	Shares Voted: 15,014	Votable Shares: 15,014	
	Voting Policy: Chicago Teachers' Pension Fund		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
3	Re-elect Nils Andersen as Director	Mgmt	Yes	For	For	For	No	No	No
4	Re-elect Laura Cha as Director	Mgmt	Yes	For	For	For	No	No	No
5	Re-elect Vittorio Colao as Director	Mgmt	Yes	For	For	For	No	No	No
6	Re-elect Dr Judith Hartmann as Director	Mgmt	Yes	For	For	For	No	No	No
7	Re-elect Alan Jope as Director	Mgmt	Yes	For	For	For	No	No	No
8	Re-elect Andrea Jung as Director	Mgmt	Yes	For	For	For	No	No	No
9	Re-elect Susan Kilsby as Director	Mgmt	Yes	For	For	For	No	No	No
10	Re-elect Strive Masiyiwa as Director	Mgmt	Yes	For	For	For	No	No	No
11	Re-elect Youngme Moon as Director	Mgmt	Yes	For	For	For	No	No	No
12	Re-elect Graeme Pitkethly as Director	Mgmt	Yes	For	For	For	No	No	No
13	Re-elect John Rishton as Director	Mgmt	Yes	For	For	For	No	No	No
14	Re-elect Feike Sijbesma as Director	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 04/01/2020 to 04/30/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

Unilever Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
17	Authorise EU Political Donations and Expenditure	Mgmt	Yes	For	For	For	No	No	No
18	Authorise Issue of Equity	Mgmt	Yes	For	For	For	No	No	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	For	No	No	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	No	No	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For	For	No	No	No

British American Tobacco plc

Meeting Date: 04/30/2020	Country: United Kingdom	Primary Security ID: G1510J102	Meeting ID: 1399410
Record Date: 04/28/2020	Meeting Type: Annual	Ticker: BATS	
Primary ISIN: GB0002875804		Primary SEDOL: 0287580	
Shares Voted: 10,498		Votable Shares: 10,498	
Voting Policy: Chicago Teachers' Pension Fund			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Against	Yes	No	No
3	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For	For	No	No	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	No	No	No
5	Re-elect Jack Bowles as Director	Mgmt	Yes	For	For	For	No	No	No
6	Re-elect Richard Burrows as Director	Mgmt	Yes	For	For	For	No	No	No
7	Re-elect Sue Farr as Director	Mgmt	Yes	For	For	For	No	No	No
8	Re-elect Dr Marion Helmes as Director	Mgmt	Yes	For	For	For	No	No	No
9	Re-elect Luc Jobin as Director	Mgmt	Yes	For	For	For	No	No	No
10	Re-elect Holly Koeppel as Director	Mgmt	Yes	For	For	For	No	No	No

Vote Summary Report

Date range covered: 04/01/2020 to 04/30/2020
Location(s): All Locations
Institution Account(s): LEIA Chicago Teachers' Pension Fund

British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11	Re-elect Savio Kwan as Director	Mgmt	Yes	For	For	For	No	No	No
12	Re-elect Dimitri Panayotopoulos as Director	Mgmt	Yes	For	For	For	No	No	No
13	Elect Jeremy Fowden as Director	Mgmt	Yes	For	For	For	No	No	No
14	Elect Tadeu Marroco as Director	Mgmt	Yes	For	For	For	No	No	No
15	Authorise Issue of Equity	Mgmt	Yes	For	Against	Against	Yes	No	Yes
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	No	No	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	No	No	No
18	Approve Restricted Share Plan	Mgmt	Yes	For	For	For	No	No	No
19	Authorise EU Political Donations and Expenditure	Mgmt	Yes	For	For	For	No	No	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For	For	No	No	No