

# “REPLY SUSTAINABLE INVESTMENT CHALLENGE”

## TERMS AND CONDITIONS

These Challenge T&Cs (with the "waiver" attachment and the [“Annex A”](#)) regulate the “REPLY SUSTAINABLE INVESTMENT CHALLENGE” run by Reply and apply to all Registered Users as defined in article 1.

For these Challenge T&Cs, the definitions in article 1 retain their value in both singular and plural, both in lowercase and uppercase letters.

The Challenge does not constitute a prize competition in accordance with article 6, paragraph 1, of Presidential Decree 430/2001, consisting of the so-called 'prize' in a consideration in kind for performance of work and relative assignment of the rights on the respective Final Report, in favor of the Registered Users, if resulting in 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> on the Final Leaderboard.

This Challenge's goal is to allow Registered Users to show their skills in sustainable investment strategies, as described below.

The Challenge is organized by Reply S.p.A. with registered offices in Torino, Corso Francia, 100 - Tax ID: 9757921001 and VAT number: 08013390011

The Reply Platform is managed by Reply.

The Trading Platform is provided by a third party, as supplier, Stock-Trak Inc.

Information request regarding the Challenge can be sent to: [challenges@reply.com](mailto:challenges@reply.com).

The online publication of these Challenge T&Cs (with the "waiver" attachment) on the Platform, in pdf format, is valid as making information available on a durable medium. Registered Users can also save, on their own durable medium, these documents, in order to be able to consult them once the Challenge is concluded, after their removal from the Reply Platform itself.

Banca Generali is a sponsor of the Challenge and it is not involved in the organization.

### Article 1 – Challenge T&Cs definitions

**Challenge:** the overall activity of the “REPLY SUSTAINABLE INVESTMENT CHALLENGE” that takes place in accordance with these Challenge T&Cs.

**Challenge Leaderboard:** the ranking that lists in descending order the Registered Users, based on Investment Performances obtained at the end of the Challenge and calculated as per Art. 5 of the Challenge T&Cs.

**Challenge T&Cs:** Challenge Terms & Conditions with the "waiver" attachment, as published on the Reply Platform.

**Enrolment:** the enrolment procedure to allow identification of the Registered User that will apply to join the Challenge.

**Hints:** the description of an investment suggestion or an educational tip Reply might publish on the Platform, on which the Registered User or a Finalist can adopt his sustainable investment strategy, using the financial instruments available on the Trading Platform, as per Art. 5.

**Internet:** the global network, including networks connected to each other according to TCP/IP protocol.

**Investment Portfolio:** the virtual capital to be invested and available for Registered Users who will join the Challenge.

**Parties:** Reply, Reply Group and Registered Users.

**Performance:** the result of the investment strategy (that means total profit or loss) and weighted by the Algorithm, obtained by a Registered User during the Challenge.

**Registered Users:** participants at least 16 years old at 25<sup>th</sup> March, 2022, external to Reply Organization and Banca Generali Group and who are not professional financial advisors or traders.

**Reply:** Reply S.p.A., as above identified.

**Reply Group:** Reply and any company connected to it and/or controlled by it.

**Reply Organization:** all employees (with any qualifications or level, including executives) and Reply Group Managers.

**Reply Platform:** the site accessible at the URL: challenges.reply.com and after connection to the internet.

**Rights:** the overall intellectual property rights as provided for by the applicable Italian legislation, including – by way of example and not exhaustively – the Law 22 April 1941 no. 633: protection of copyright and other rights related to its exercise; the article 2575 and following of the civil code, etc.

**Skills:** the investment strategy skills that Registered Users demonstrate during the Challenge.

**Trading Platform:** the site accessible at the URL: <https://www.stocktrak.com/login?clientname=ReplyItaly> and after connection to the internet.

**Whitelisted Financial Products:** the list of accepted financial products that users can use on the Trading Platform for this Challenge

**Whitelisted Companies:** the listed companies available on the Trading Platform for this Challenge, as per

[Annex A](#)

## Article 2 - Applicable laws and disputes

The applicable law is that current in Italy, as Reply, as organizer of the Challenge, has its headquarters in this territory.

For anything not expressly provided for in these Challenge T&Cs, reference is made to the current laws in the Italian legal system.

For any dispute deriving from the Challenge and the related Challenge T&Cs, the Court of Torino will have exclusive jurisdiction.

### Article 3 - Exclusions

Are expressly excluded from participating in this Challenge:

- all members of the Reply Organization and all employees or executives of Banca Generali Group
- all subjects who are not at least 16 years old, at March 25, 2022
- all subjects who are registered to the Italian “Albo unico dei Promotori Finanziari” (“Single Register Of Financial Advisors”) or equivalent professional register available in the country of residence or, if no professional register is foreseen in the country of residence, who are professional advisors, traders or other professionally experienced in this field.

### Article 4 - Enrolment

To join the Challenge, the subjects with the requirement indicated in the definition of “Registered User” and that, consequently, do not fall under Art. 3 exclusions, must:

- 1) if not already registered to the Reply Platform, fill-in the online form and complete the registration that includes the acceptance of the Reply Platform “Terms and Conditions” and the declaration to have read the privacy notice; if already registered to the Reply Platform, make the login filling-in username and password
- 2) when logged-in the Reply Platform, enter in the section dedicated to the Challenge and fill-in the registration online form available on such section that includes the acceptance of these Challenge T&Cs (and attached waiver) and declaration to have read the privacy notice provided by Banca Generali (the privacy notice provided by Reply is already available during registration to the Reply Platform). When the registration will be completed, the Registered User will automatically receive a User ID (published in the so called ‘thank you page’ and then inserted in the Registered User Challenge page) and the password (sent by e-mail) to be used for the login to the Trading Platform.

The enrollment will take place between February 28, 2022 and March 25, 2022 (until 09.59:59 p.m. CET).

Enrolment after 09.59:59 p.m. (CET) on March 25, 2022, won't be accepted, except if there's an extension, which would be announced via the Reply Platform.

All the subjects that will complete the Enrollment procedure above described will be able to join the Challenge as Registered Users.

### Article 5 – Challenge

The Challenge will take place from March 28, 2022 (from 3:30 p.m. CEST) to April 8, 2022 (10:00 p.m. CEST). When the Challenge will start, each Registered User will have a (virtual) Investment Portfolio of 1 (one) million Dollars.

The Investment Portfolio is at disposition of the Registered User that will have to set the best sustainable investment strategy, on the base of the hints related to a business activity, to obtain the best Performance.

The Whitelisted Financial Products that the Registered Users will be able to use on the Trading Platform are:

- Bonds
- Stocks
- Options - only Long Positions on Stocks asset are allowed
- ETFs

Restrictions to trade are the following:

- Position limit:
  - 10% of portfolio value for stocks, bonds and ETFS.
  - 5% for Options.
- Product diversification limit: 10% for Options – while for stocks, bonds and ETFs 100%
- Maximum 350 trades are allowed per User during the Challenge

The Whitelisted Companies listed in [Annex A](#) are the ones for which an ESG Rating provided by Main Street Partners, as available at the date of publishing of these T&Cs (February 28, 2022); **such rating** will not be disclosed to users.

The Whitelisted Companies list could be modified, on the Trading Platform, for reasons not depending from Reply; in such case, the updated Whitelisted Companies list included in the Trading Platform will be available during the Challenge.

The market on which the Registered User will be able to trade is the U.S. stock market, opening at 9.30 am EST and closing at 4:00 pm EST, which corresponds to 3:30 pm CEST and 10:00 pm CEST.

The Trading Platform will always operate during the Challenge in accordance to the U.S. stock market opening time and the daily trading activities done by Registered Users during the Challenge will be taken in consideration for the provisional Investment Portfolio ranking.

The provisional Investment Portfolio ranking will show the related value, as increased (in case of positive

Performance, that means a profit) or decreased (in case of negative Performance, that means a loss) and weighted by the Algorithm (noted below):

- The **Global Ranking** will consider the algorithm output value, that is based on trading activities done from the beginning of the Challenge
- The **Daily Ranking** will consider the delta of the algorithm output value between two consecutive working days after trading activities done during a working day (Monday to Friday) until 10:00 p.m. (CEST); this means that:
  - all the trades done after 10:00 p.m. (CEST) on Friday will be part of the Monday trading activities
  - all the trades done after 10:00 p.m. (CEST) from Monday to Thursday will be part of the respected following day.

More information about the algorithm logics, “Global Ranking” evaluation and “Daily Ranking” evaluation are shown below.

Regarding the publishing of the **Daily Ranking and Global Ranking** on the Reply Platform:

- the Daily Ranking related to every working day from Monday to Thursday will be available the following day by 1:00 p.m. (CEST) and updated at previous day market closing time
- the Daily Ranking related to Friday April 1, 2022 will be available on Monday April 4, 2022 by 1:00 p.m. (CEST) and updated at Friday April 1 market closing time
- the Daily Ranking related to the trading activities from Friday April 1, 2022 at 10:00:01 p.m. (CEST) until Monday 4,2022, 10:00pm (CEST) will be available on Tuesday April 5, 2022 by 1:00 p.m. (CEST) and updated at Monday April 4 market closing time
- the Global Ranking related to the trading activities from March 28, 2022 3:30 p.m. (CEST) to April 1, 2022 10:00 p.m. (CEST) and from April 4, 2022 3:30 p.m. (CEST) to April 8, 2022 10:00 p.m. (CEST) will be available every working day by 1:00 p.m. (CEST) and updated at previous day market closing time
- the Global Ranking related to Friday April 1, 2022 will be available on Monday April 4, 2022 by 1:00 p.m. (CEST) and updated at Friday April 1 market closing time
- the Global Ranking including the trading activities from Friday April 1, 2022 10:00:01 p.m. (CEST) to Monday April 4, 2022 10:00 p.m. (CEST) will be available on Tuesday April 5, 2022 by 1:00 p.m. (CEST)

### **Challenge algorithm logics (“Algorithm”)**

The Challenge algorithm output value - *Player Ranking Value* - will be used to determine the Registered User’s position in the "Global Ranking" and is equal to:

$$\text{Player Ranking Value} = \sum_{i=1}^n \text{Security Ranking Value}_i$$

with

$$\text{Security Ranking Value}_i = \text{CTV}_i \times \text{BM}_{i|\text{CTV}} \times (1 + \text{MF}_{i|DD_i}) + (\text{P\&L}_i + D_i) \times (1 + \text{BM}_{i|PL})$$

where

- $\text{Security Ranking Value}_i$  = Ranking value of a  $i$ -th financial product detained in the Player portfolio
- $\text{CTV}_i = \sum_y \text{ValPos}_y$ , where  $\text{CTV}_i$  is the countervalue invested by the Player on the  $i$ -th financial product and is equal to the sum of to the sum of the quantity of the  $i$ -th financial product in the portfolio for its market price
- $\text{BM}_{i|\text{CTV}}$  = Bonus/Malus applied, accordingly to the below Table 1 ('CTV – Rating' column), to a  $i$ -th financial product; in case of put option for a Whitelisted Financial Product within the Whitelisted Companies the Bonus/Malus value is equal to  $-\text{BM}_{i|\text{CTV}}$
- $\text{MF}_{i|DD_i}$  = Multiplier factor applied, accordingly to the below Table 2 ('CTV - Detention Days' column), to a  $i$ -th financial product, in function of the  $DD_i$  product detention days value, considering the  $y$ -th buying or selling transactions on the product, as described in the below 'Detention Days Value Calculation Logic' section
- $\text{P\&L}_i$  =  $i$ -th financial product Profit&Loss
- $D_i$  =  $i$ -th financial product dividends
- $\text{BM}_{i|PL}$  = Bonus/Malus applied, accordingly to the below Table 1 ('P&L – Rating' column), to a  $i$ -th financial product in case  $\text{P\&L}_i + D_i \geq 0$ ; in case  $\text{P\&L}_i + D_i < 0$  for a Whitelisted Financial Product within the Whitelisted Companies the Bonus/Malus value is equal to  $-\text{BM}_{i|PL}$ ; in case of put option for a Whitelisted Financial Product within the Whitelisted Companies the Bonus/Malus value is equal to  $-\text{BM}_{i|PL}$

and

- $\text{CTV}_i \times \text{BM}_{i|\text{CTV}} \times (1 + \text{MF}_{i|DD_i})$  is calculated only if the following rule is true:  $DD_i \geq 2$ , otherwise it is evaluated as 0

**Table 1**

	Financial Product	ESG Rating		CTV - Rating	P&L - Rating
		Score Equal or greater than	Score less than	Bonus/Malus %	Bonus/Malus %
<b>Whitelisted Financial Products within the Whitelisted Companies based on ESG Rating</b>	Stocks, ETFs, Bonds, Options	4,50	5,00*	10,00%	100,00%
		4,00	4,50	5,00%	50,00%
		3,50	4,00	2,50%	25,00%
		3,00	3,50	1,00%	10,00%
		2,50	3,00	-1,00%	-10,00%
		2,00	2,50	-2,50%	-25,00%
		1,50	2,00	-5,00%	-50,00%
		1,00	1,50	-10,00%	-100,00%
<b>Financial products outside the Whitelisted Companies</b>	Bonds			-15,00%	-100,00%
	Options			-500,00%	-100,00%

\*Lower and equal

**Table 2**

Detention Days value		CTV - Detention Days
Days equal or greater than	Days less than	Multiplier Factor %
8		4,00%
7	8	3,50%
6	7	3,00%
5	6	2,50%
4	5	2,00%
3	4	1,50%
2*	3	1,00%
2**		0,50%
0	2***	0,00%

\*only higher; \*\*only equal, \*\*\* only lower

**Detention Days Value Calculation Logic**

The  $DD_i$  detention days value on a  $i$ -th financial product, considering the  $y$ -th buying or selling transactions on the product, is calculated accordingly to the formula reported below.

- In case of open position on a  $i$ -th financial product:

$$DD_i|open\ position = \frac{\sum_{y=1}^n [Q_y \times OPEN\_DD_y]}{\sum_{y=1}^n [|Q_y|]}$$

- In case of closed position on a  $i$ -th financial product:

$$DD_i | \text{closed position} = \frac{\sum_{y=1}^n [ |Q_y| \times CLOSED\_DD_y ]}{\sum_{y=1}^n [ |Q_y| ]} | Q_y < 0$$

Where:

- a position is an 'open position' if the sum of the  $Q$  quantities of all the  $y$ -th buying or selling transactions on the  $i$ -th financial product made during the Challenge is higher than 0,00
- a position is a 'closed position' if the sum of the  $Q$  quantities of all the  $y$ -th buying or selling transactions on the  $i$ -th financial product made during the Challenge is equal to 0,00
- $Q_y$  is the quantity traded in a  $y$ -th buying or selling transactions on the product
- $OPEN\_DD_y$  is the number of working days given by the difference between the evaluation date T and the date of the  $y$ -th buying or selling transaction,
- $CLOSED\_DD_y$  is the number or working days given by the difference between the date of the  $y$ -th buying or selling transaction and the date of the first buying transaction made by the player on the financial product
- the transactions related to paid dividends are excluded for both open and closed positions

Users who will have 0 transactions will not be considered for the purposes of the ranking and will be shown as Inactive.

In case of *ex equo* (players with the same *Player Ranking Value*), to define the ranking, it will be given a better ranking to whoever has the highest  $\sum_i CTV_i \times BM_{i|CTV} \times (1 + MF_{i|DD_i})$  value and following, in case of another *ex equo*, to whoever has the highest  $\sum_i (P\&L_i + D_i) \times (1 + BM_{i|PL})$  value.

The "Daily Ranking" will show users according to the following logic:

"Daily Ranking" value in day T = ["Global Ranking" portfolio value in day T] – ["Global Ranking" portfolio value in day T-1]

From April 11, 2022, by 1:00 p.m. (CEST) the Temporary Challenge Leaderboard will be published on the Reply Platform, displaying the Registered Users in descending order and based on the respective Performance obtained and considering the Algorithm above described, if applicable to the related Registered User.

The Leaderboard will be considered as provisional until the Finalists in the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> position will provide – as answer to the e-mail sent them by Reply – within April 14, 2022:

- the Final Report;



- a copy of his/her own identity document.

The Final Report will be verified by Reply within 10 days from receipt, in order to evaluate its conformity with the requested requirements, that means that the content of the Final Report sent by the Finalist will have to detail all the procedures (e.g. strategies, financial analysis, etc.) used to obtain the Performance during the Challenge.

The identity document will be verified by Reply within 10 days from receipt, in order to verify the current correspondence with the information provided at the time of registration to the Reply Platform.

If the Final Report and the copy of the identity document are submitted within April 14, 2022 and if:

- a) the Final Report is compliant to requirements
- b) the information provided during registration to Reply Platform will correspond to the ones on the copy of the identity document

each Finalist in the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> position in the Final Leaderboard will have the right to obtain the consideration in kind, as per Art. 6.

If a Registered User:

- a) does not reply to the aforementioned communication within April 14, 2022, or the response would be without Final Report and/or without the copy of the requested identity document

or

- b) responds in good time, but the Final Report is not be considered compliant to requirements and/or results a non-conformity between the identity document and the information previously provided

the Finalist will be automatically excluded from the Final Leaderboard.

In such case, the request to submit the Final Report and the copy of the identity document will be sent to the Finalist in 4<sup>th</sup> position on the Final Leaderboard and so on, until the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> positions on the Final Leaderboard are definitively confirmed.

Reply can't be held in any way responsible if the email sent is not received by one or more Finalists in the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> position of the provisional Final Leaderboard as a result of:

- i. an unreachable or non-existent email address (if disabled after enrollment)
- ii. configuration, on the client or server side, of the email box that erroneously classify the message sent by Reply as spam.

## Article 6 - Consideration in kind for the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> Finalist in the Final Leaderboard

The consideration in kind for the transfer of the Rights on the Final Report, for the 1<sup>st</sup> Finalist in the Final Leaderboard, consists in Mac Book Pro 14" that Reply will send to such Finalist within 90 days.

The consideration in kind for the transfer of the Rights on the Final Report, for the 2<sup>nd</sup> Finalist in the Final Leaderboard, consists in iPad Pro that Reply will send to such Finalist within 90 days.

The consideration in kind for the transfer of the Rights on the Final Report, for the 3<sup>rd</sup> Finalist in the Final Leaderboard, consists in Apple AirPods Pro that Reply will send to such Finalist within 90 days.

Reply will also proceed, within the terms established by law, to pay the withholding tax, based on the gross value of the consideration in kind, if applicable.

The guarantee on the aforementioned good is that offered by the manufacturer (being a purchase made by a professional and not by a consumer) and therefore equal to 12 months.

If for reasons due to the pandemic emergency and/or to customs import procedures applicable in the country of destination, the goods were not deliverable, Reply retains the right to offer an alternative consideration in kind of equal value.

## Article 7 – Miscellanea

The Parties will maintain their managerial and operational autonomy during the activities carried out respectively in the Challenge T&Cs.

The attempted unauthorized access to the platform, regardless of the outcome, for the purpose of damaging it or attempting, by way of example and not exhaustively, to manipulate the system that calculate the Performance, are grounds for eliminating a Registered User from the Challenge.

In addition to extending the deadline for Enrolment, Reply has the right to postpone publication of Hints, giving notice, also in this case, via the Reply Platform.

Reply has the right to anticipate or postpone the starting time/date of the Challenge and/or to anticipate or postpone the end, giving notice to the Finalists.

Reply is not responsible for failure to start or end the Challenge for any reason attributable to third parties (by way of example, but not limited to: interruption of internet connectivity, attempted intrusion or unauthorized access to the Platform or to the Trading Platform or any computer systems connected to it, etc.) or due to force majeure; in such cases, Reply will have the right to postpone the start or end of the Challenge, or to interrupt temporarily the Challenge, giving notice via the Reply Platform.

Reply is not responsible for any Registered Users' hardware or software malfunctions, or interruption of the

internet connection used by them that prevent them processing or completing a trading activity through the Trading Platform during the Challenge.

Reply has the right to modify and/or supplement these Challenge T&Cs, provided any changes and/or additions will not create unequal treatment between Registered Users already enrolled.

In case any provision of these Challenge T&Cs shall be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

In case of market anomalies Reply could decide to prevent all users from buying one or more specific Whitelisted Financial Products or one or more specific Whitelisted Companies.

## **"Waiver" attachment**

The Registered User, as identified by the data released during the registration process on the Reply Platform and during the Enrolment that includes the acceptance of the Challenge T&Cs, of which this waiver is an integral and substantial attachment,

### **GIVEN THAT:**

1. the Registered User has independently decided to join the Challenge that takes place according to the Challenge T&Cs
2. for the purposes of this waiver, the same definitions in the Challenge T&Cs apply.

That said, the registered user, accepting Challenge T&Cs and the waiver:

### **A) DECLARES AND GUARANTEES**

1. That the information provided during registration on the Reply Platform is truthful and correct.
2. Not be a professional advisor
3. To be aged 16+
4. To be aware that, in case he/she will join the Challenge and will be 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> on the Final Leaderboard, he/she will have to provide the Final Report within the deadline indicated in Art. 6 and that he/she will be the unique author of such Final Report and, for this reason, no third party will have rights or claims regarding the Final Report provided.
5. To have nothing to claim if he/she will not 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> on the Final Leaderboard, considering itself already fully satisfied by participation in the Challenge.
6. To be aware that the Performance is calculated as described in these Challenge T&Cs.
7. To be aware that, in so far as the object of this waiver is found to be, wholly or in part, untruthful and/or incorrect, Reply ahas the right to exclude the registered user from the Challenge.
8. To be aware that if he/she will be 1<sup>st</sup> 2<sup>nd</sup> or 3<sup>rd</sup> on the Final Leaderboard, only the consideration in kind referred to in Art. 6 and nothing else will have to claim against the provision of work and the consequent

transfer of rights of the Final Report provided.

9. To know that the subject matter of the Challenge T&Cs and of this waiver, is governed by Italian law.

B) As reasoned above, **THE REGISTERED USER IS COMMITTED TO HOLD HARMLESS AND INDEMNIFY**, Reply, as well as all subjects involved in any way in the organization and/or management of the Challenge – from any request, claim, action, burden, cost, and/or prejudice of third parties, in any way connected to the Challenge and deriving from the conduct of the Registered User that would make less or prevent Reply and its donors and/or those having the right to carry out the Challenge and exercise, in the sole case he/she will be 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> on the Final Leaderboard, the rights acquired through the Transfer (as defined below).

C) **THE REGISTERED USER DECLARES TO TRANSFER (hereafter the "Transfer")** only in case he/she will be the in 1st, 2nd or 3rd position in the Final Leaderboard, as in fact it transfers - exclusively and against the consideration referred to in Art. 6 of Challenge T&Cs - to Reply, which accepts and acquires for itself and/or its assignees, all the exclusive rights on the Final Report, including those of use and economic and commercial exploitation, in any form or manner, in whole or in part, without any limitation of time, territory and methods.

**D) THE REGISTERED USER ALSO DECLARES:**

- a) that there's no impediment to release for the present declaration
- b) to accept that if he/shell will be 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> on the Final Leaderboard, he/she will not be entitled to receive any compensation, indemnity or reimbursement in addition to the consideration in kind pursuant to Art. 6 of the Challenge T&Cs
- c) in relation to b) above, to have nothing to claim from Reply and/or its donors and/or assignees, transferees and in general from anyone who uses the Final Report for the purposes envisaged by the Transfer, guaranteeing its peaceful use
- d) to have been duly informed about the characteristics of the Challenge and to have freely decided to join the same
- e) to not having in place legal acts that, in any case, may affect the extent and effectiveness of this waiver.

## Annex A

### Equities

Company Name - Equities	Symbol
2U INC	TWOU
3D Systems Corporation	DDD
3M Company	MMM
51JOB	JOBS
Abbott Laboratories	ABT
Abbvie	ABBV
Abiomed	ABMD
Acadia Healthcare	ACHC
Accenture	ACN
Activision Blizzard	ATVI
Acuity Brands	AYI
ADAPTIVE BIOTECHNOLOGIES	ADPT
Adient	ADNT
Adobe	ADBE
Advance Auto Parts	AAP
ADVANCED DRAINAGE SYSTEMS INC	WMS
Advanced Micro Devices	AMD
AECOM	ACM
AerCap Holdings	AER
AES	AES
Affiliated Managers Group	AMG
Aflac	AFL
AGCO Corporation	AGCO
Agilent Technologies	A
AGNC Investment	AGNC
Air Lease	AL
Air Products and Chemicals, Inc.	APD
Airbnb	ABNB
Akamai Technologies	AKAM
ALARM.COM HOLDINGS INC	ALRM
Alaska Air Group	ALK
Albemarle Corporation	ALB
Albertsons Companies	ACI
Alcoa	AA
Alexandria Real Estate	ARE
Alibaba Group Holding	BABA
Align Technology	ALGN
Alkermes	ALKS
Alleghany Corporation	Y
Allegheny Technologies	ATI
Allegion	ALLE
Alliance Data Systems	ADS
Alliant Energy	LNT
Allstate	ALL
Ally Financial	ALLY

<b>Company Name - Equities</b>	<b>Symbol</b>
Alnylam Pharmaceuticals	ALNY
Alphabet	GOOGL
Alphabet	GOOG
Altair Engineering	ALTR
Altice USA	ATUS
Altria Group	MO
AMAG Pharmaceuticals	AMAG
Amazon.com	AMZN
AMC Networks	AMCX
Amdocs	DOX
AMERCO	UHAL
Ameren	AEE
American Airlines Group	AAL
American Axle & Manufacturing Holdings	AXL
American Campus Communities	ACC
American Electric Power	AEP
American Express	AXP
American Financial Group	AFG
American International Group	AIG
AMERICAN STATES WATER CO	AWR
American Tower	AMT
American Water Works Company	AWK
Ameriprise Financial	AMP
AmerisourceBergen	ABC
Ametek	AME
Amgen	AMGN
Amkor Technology	AMKR
Amphenol	APH
Analog Devices	ADI
ANI PHARMACEUTICALS	ANIP
Annaly Capital Management	NLY
Ansys	ANSS
Antero Resources	AR
Anthem	ANTM
AO Smith	AOS
Aon	AON
Apache	APA
Apartment Investment and Management	AIV
Apple	AAPL
Applied Materials	AMAT
APTARGROUP INC	ATR
Aptiv	APTIV
Aqua America	WTRG
Aramark	ARMK
Arch Capital Group	ACGL
Archer-Daniels-Midland Company	ADM
Arista Networks	ANET
Arrow Electronics	ARW

<b>Company Name - Equities</b>	<b>Symbol</b>
Arthur J Gallagher	AJG
Ashland Global Holdings	ASH
Aspen Technology	AZPN
Associated Bancorp	ASB
Assurant	AIZ
AT&T	T
ATLANTICA YIELD PLC	AY
Atlas Air Worldwide	AAWW
Atlassian	TEAM
Atmos Energy	ATO
Autodesk	ADSK
Autoliv	ALV
Automatic Data Processing	ADP
AutoNation	AN
AutoZone	AZO
Avalon Bay Communities	AVB
Avangrid	AGR
Avaya Holdings	AVYA
Avery Dennison	AVY
Avis Budget Group	CAR
Avista	AVA
Avnet	AVT
AXA Equitable Holdings	EQH
Axalta Coating Systems	AXTA
Axis Capital Holdings	AXS
AXONICS MODULATION TECHNOLOGIES	AXNX
AZURE POWER GLOBAL LTD	AZRE
BADGER METER INC	BMI
Baidu.com	BIDU
Ball Corporation	BLL
Bank of America	BAC
Baxter International	BAX
BB&T	TFC
Becton Dickinson	BDX
Bed Bath & Beyond	BBBY
Belden	BDC
Bemis Company	BMS
Berkshire Hathaway	BRK.A
Berry Global Group	BERY
Best Buy Company	BBY
BEYOND MEAT INC	BYND
Biogen	BIIB
BioMarin Pharmaceutical	BMRN
BIONTECH	BNTX
Bio-Rad Laboratories	BIO
Black Hills Corporation	BKH
Black Knight	BKI
BlackRock	BLK

<b>Company Name - Equities</b>	<b>Symbol</b>
Blackstone Group	BX
BLUEBIRD BIO INC	BLUE
Boeing	BA
Booking Holdings	BKNG
Booz Allen Hamilton Holding	BAH
BorgWarner	BWA
Boston Properties	BXP
Boston Scientific	BSX
Bottomline Technologies	EPAY
Boyd Gaming	BYD
Brandywine Realty Trust	BDN
BRIGHT HORIZONS FAMILY SOLUT	BFAM
Brighthouse Financial	BHF
Brinker International	EAT
Bristol Myers Squibb	BMJ
Brixmor Property Group	BRX
Broadcom	AVGO
Broadridge Financial Solutions	BR
Brookfield Infrastructure Partners	BIP
Brown & Brown	BRO
Brown-Forman	BF.B
Buckeye Partners	BPL
Builders FirstSource	BLDR
Bunge	BG
BURLINGTON STORES	BURL
C H Robinson Worldwide	CHRW
CA Technologies	CA
Cabot Oil & Gas	COG
Cadence Design Systems	CDNS
Caesars Entertainment	CZR
Calamp	CAMP
CALAVO GROWERS INC	CVGW
California Resources Corporation	CRC
CALIFORNIA WATER SERVICE GROUP	CWT
Calix Inc	CALX
Calumet Specialty Products	CLMT
Camden Property Trust	CPT
Campbell Soup	CPB
CANADIAN SOLAR INC	CSIQ
Capital One Financial	COF
Capri Holdings	CPRI
Carbonite	CARB
Cardinal Health	CAH
CARDIOVASCULAR SYSTEMS INC	CSII
Carlisle Companies	CSL
CarMax	KMX
Carnival (USA)	CCL
Caterpillar	CAT



<b>Company Name - Equities</b>	<b>Symbol</b>
CBL & Associates Properties	CBL
Cboe Global Markets	CBOE
CBRE Group	CBRE
CBS	VIAC
CDK Global	CDK
CDW	CDW
Celanese Corporation	CE
Centene	CNC
CenterPoint Energy	CNP
Cerner	CERN
CF Industries Holdings	CF
Charles Schwab	SCHW
Charter Communications	CHTR
Check Point Software Technologies	CHKP
Cheniere Energy	LNG
Chesapeake Energy	CHK
Chevron Corporation	CVX
CHEWY INC	CHWY
ChipMOS TECHNOLOGIES Inc	IMOS
Chipotle Mexican Grill	CMG
Choice Hotels International	CHH
Chubb	CB
Church & Dwight	CHD
Ciena	CIEN
Cigna	CI
Cimarex Energy	XEC
Cincinnati Financial	CINF
Cinemark	CNK
Cintas	CTAS
Cisco Systems	CSCO
CIT Group	CIT
Citigroup	C
Citizens Financial Group	CFG
Citrix Systems	CTXS
Clean Harbors	CLH
Clearway Energy	CWEN.A
Cleveland-Cliffs	CLF
Clorox	CLX
Cloudflare Inc	NET
CME Group	CME
CMS Energy	CMS
CNA Financial	CNA
CNH Industrial	CNHI
Coca-Cola Bottling	COKE
Coca-Cola European Partners	CCEP
Cognex	CGNX
Cognizant Technology Solutions	CTSH
Colgate-Palmolive	CL

<b>Company Name - Equities</b>	<b>Symbol</b>
Colony NorthStar	DBRG
COLUMBIA SPORTSWEAR CO	COLM
Comcast	CMCSA
Comerica	CMA
Commerce Bancshares	CBSH
Commercial Metals	CMC
CommScope	COMM
Community Health System	CYH
Compass Minerals International	CMP
Comstock Resources	CRK
Conagra Brands	CAG
ConocoPhillips	COP
Consol Energy	CEIX
Consolidated Edison Holding	ED
Constellation Brands	STZ
Constellium	CSTM
Continental Resources	CLR
Copart	CPRT
Core Laboratories	CLB
CoreCivic	CXW
Corning	GLW
Corporate Office Properties	OFC
CoStar Group	CSGP
Costco Wholesale	COST
Coty	COTY
Covanta	CVA
Covetrus	CVET
Cowen Group	COWN
Crane	CR
Credicorp	BAP
Criteo	CRTO
Crown Castle International	CCI
Crown Holdings	CCK
CSG Systems International	CSGS
CSX	CSX
Ctrip.com	TCOM
CubeSmart	CUBE
Cummins	CMI
CVS Health	CVS
CyberArk Software	CYBR
D R Horton	DHI
Dana	DAN
Danaher	DHR
Darden Restaurants	DRI
DARLING INGREDIENTS INC	DAR
DaVita	DVA
DCP Midstream	DCP
Deere & Company	DE

<b>Company Name - Equities</b>	<b>Symbol</b>
Dell Technologies	DELL
Delta Air Lines	DAL
Denbury Resources Inc.	DEN
Dentsply Sirona	XRAY
Devon Energy	DVN
Dexcom	DXCM
DHT Holdings	DHT
Diamondback Energy	FANG
Dick's Sporting Goods	DKS
Diebold Nixdorf	DBD
Digital Realty Trust	DLR
Discover Financial Services	DFS
Discovery	DISCA
Dish Network	DISH
DocuSign	DOCU
Dollar General	DG
Dollar Tree	DLTR
Dominion Energy	D
Domino's Pizza	DPZ
Domo, Inc.	DOMO
DONALDSON CO INC	DCI
Dover	DOV
Dow	DOW
Doximity Inc	DOCS
Dr Pepper Snapple Group	KDP
Dropbox	DBX
DTE Energy	DTE
Duke Energy	DUK
Duke Realty	DRE
Dun & Bradstreet	DNB
DXC Technology	DXC
Dycom Industries	DY
East West Bank	EWBC
Eastman Chemical	EMN
Eaton	ETN
eBay	EBAY
Ecolab	ECL
Edison International	EIX
Edwards Lifesciences	EW
Elanco Animal Health	ELAN
Electronic Arts	EA
Eli Lilly & Co	LLY
Emerson Electric	EMR
EnCana Corporation	OVV
Encompass Health	EHC
Encore Capital	ECPG
Energy Transfer	ET
ENPHASE ENERGY INC	ENPH

<b>Company Name - Equities</b>	<b>Symbol</b>
Entergy	ETR
Investnet	ENV
EOG Resources	EOG
EPAM SYSTEMS	EPAM
EPR Properties	EPR
EQT Corporation	EQT
Equifax	EFX
Equinix	EQIX
Equitrans Midstream	ETRN
Equity Commonwealth	EQC
Equity LifeStyle Properties	ELS
Equity Residential Properties Trust	EQR
Erie Indemnity	ERIE
Essex Property Trust	ESS
Estee Lauder	EL
ETSY INC	ETSY
Euronet Worldwide	EEFT
Everest Re Group	RE
Evergy	EVRG
Eversource Energy	ES
EVOQUA WATER TECHNOLOGIES CO	AQUA
EXACT Sciences	EXAS
Exelon	EXC
Expedia Group	EXPE
Expeditors International of Washington	EXPD
Extra Space Storage	EXR
Exxon Mobil	XOM
EZCORP	EZPW
F5 Networks	FFIV
FactSet Research Systems	FDS
Fastenal	FAST
Federal Realty Investment Trust	FRT
FedEx	FDX
Ferrari	RACE
Fidelity National Information Services	FIS
Fifth Third Bancorp	FITB
First Data Corporation	FDC
First Horizon National	FHN
First Republic Bank	FRC
FIRST SOLAR INC	FSLR
FirstEnergy	FE
Fiserv	FISV
Fleetcor Technologies	FLT
Flex	FLEX
Flowers Foods	FLO
Flowserve	FLS
Fluor Corporation	FLR
FMC	FMC

<b>Company Name - Equities</b>	<b>Symbol</b>
FNF Group	FNF
Foot Locker	FL
Ford Motor	F
Forestar Group	FOR
Fortinet	FTNT
Fortive	FTV
Fortune Brands Home & Security	FBHS
Fox Corp	FOXA
FRANKLIN ELECTRIC CO INC	FELE
Franklin Resources	BEN
Freeport-McMoRan	FCX
FRESH DEL MONTE PRODUCE INC	FDP
Frontier Communications	FYBR
Fulton Financial	FULT
GameStop	GME
Gap	GPS
Garmin	GRMN
Garrett Motion	GTX
Gartner	IT
GATX	GATX
GENERAC HOLDINGS	GNRC
General Dynamics	GD
General Electric	GE
General Mills	GIS
General Motors	GM
Gentex	GNTX
Genuine Parts	GPC
Georgia-Pacific	GP
Gilead Sciences	GILD
Global Payments	GPN
GLOBUS MEDICAL INC	GMED
GoDaddy	GDDY
GOGO	GOGO
Golar LNG	GLNG
Goldman Sachs Group	GS
GoodRx Holdings	GDRX
Goodyear Tire & Rubber	GT
GoPro	GPRO
GRAND CANYON EDUCATION INC	LOPE
GRAPHIC PACKAGING HOLDING CO	GPK
Gravity Co Ltd	GRVY
Green Plains	GPRE
Greenbrier Companies	GBX
Guidewire Software	GWRE
Gulfport Energy	GPOR
GXO Logistics Inc	GXO
H & R Block	HRB
HAIN CELESTIAL GROUP	HAIN

<b>Company Name - Equities</b>	<b>Symbol</b>
Halliburton	HAL
HanesBrands	HBI
HANNON ARMSTRONG SUSTAINABLE	HASI
Hanover Insurance Group	THG
Harley-Davidson	HOG
HARMONIC	HLIT
Hartford Financial Services Group	HIG
Hasbro	HAS
Hawaiian Holdings	HA
HCA Healthcare	HCA
HCI Group	HCI
Heico	HEI
Helmerich & Payne	HP
Henry Schein	HSIC
Herbalife Nutrition	HLF
Hertz Global Holdings	HTZ
Hess	HES
Hewlett Packard Enterprise	HPE
Hexcel	HXL
Highwoods Properties	HIW
Hilton Worldwide Holdings	HLT
HollyFrontier	HFC
Hologic	HOLX
Home Depot	HD
Honeywell International	HON
Horace Mann Educators	HMN
Horizon Therapeutics	HZNP
Hormel Foods	HRL
Host Hotels & Resorts	HST
Howard Hughes	HHC
Howmet Aerospace	HWM
HP	HPQ
Huazhu Group	HTHT
Hubbell	HUBB
HubSpot	HUBS
Hughes Satellite Systems	SATS
Humana	HUM
Huntington Bancshares	HBAN
Huntington Ingalls Industries	HII
Huntsman	HUN
Hut 8 Mining Corp	HUT
Huya	HUYA
Hyatt Hotels	H
IAC InterActiveCorp	IAC
Icahn Enterprises	IEP
Icon	ICLR
IDEX	IEX
Idexx Laboratories	IDXX

<b>Company Name - Equities</b>	<b>Symbol</b>
IGT	IGT
IHS Markit	INFO
II-VI Incorporated	IIVI
Illinois Tool Works	ITW
Illumina	ILMN
IMMUNOGEN	IMGN
Incyte	INCY
Ingersoll-Rand	TT
Ingredion	INGR
Inovalon Holdings	INOV
Insulet	PODD
Intel	INTC
Intercept Pharmaceuticals	ICPT
Intercontinental Exchange, Inc.	ICE
International Business Machines	IBM
International Flavors & Fragrances	IFF
International Paper	IP
Interpublic Group Companies	IPG
Intuit	INTU
Intuitive Surgical	ISRG
Invesco	IVZ
Invitation Homes	INVH
Ionis Pharmaceuticals	IONS
IPG Photonics	IPGP
IQVIA Holdings	IQV
Iron Mountain	IRM
Ironwood Pharmaceuticals	IRWD
iStar Financial	STAR
Jabil	JBL
Jack Henry & Associates	JKHY
Janus Henderson Group	JHG
Jazz Pharmaceuticals	JAZZ
JB Hunt Transport Services	JBHT
JD.com	JD
Jefferies Financial Group	JEF
Jetblue Airways	JBLU
JINKOSOLAR HOLDING CO	JKS
Johnson & Johnson	JNJ
Johnson Controls International	JCI
Jones Lang Lasalle	JLL
JPMorgan Chase & Co.	JPM
Juniper Networks	JNPR
Kaman	KAMN
KB Home	KBH
Kellogg	K
Kemper	KMPR
Kennametal	KMT
KeyCorp	KEY

<b>Company Name - Equities</b>	<b>Symbol</b>
Keysight Technologies	KEYS
Kilroy Realty	KRC
Kimberly-Clark	KMB
Kimco Realty	KIM
Kinder Morgan	KMI
KKR & Co	KKR
KLA	KLAC
Knight-Swift Transportation	KNX
Knowles	KN
Kohl's	KSS
Kornit Digital Ltd	KRNT
Kraft Heinz	KHC
Kroger	KR
L Brands	LB
Laboratory Corporation of America Holdings	LH
Lam Research	LRCX
Lamar Advertising	LAMR
Lamb Weston Holdings	LW
Laredo Petroleum	LPI
Las Vegas Sands	LVS
LAUREATE EDUCATION INC	LAUR
Lazard Group	LAZ
Lear	LEA
Leggett & Platt	LEG
Leidos Holdings	LDOS
Lennar	LEN
Lennox International	LII
Levi Strauss & Co	LEVI
Lexington Realty Trust	LXP
Liberty Broadband	LBRDA
Liberty Global	LBTYA
LIBERTY MEDIA CORPORATION	FWONA
LINCOLN ELECTRIC HOLDINGS INC	LECO
Lincoln National	LNC
Linde	LIN
Lindsay Corp	LNN
LIONS GATE ENTERTAINMENT CORP	LGF.A
LIVANOVA PLC	LIVN
Live Nation Entertainment	LYV
LKQ	LKQ
Lockheed Martin	LMT
Loews	L
Lowe's Companies	LOW
Lubrizol	LZ
Lululemon Athletica	LULU
Lumen Technologies Inc	LUMN
Lyft	LYFT
Lyondellbasell Industries	LYB



<b>Company Name - Equities</b>	<b>Symbol</b>
M&T Bank	MTB
M/I Homes	MHO
Macy's	M
Magellan Midstream Partners	MMP
ManpowerGroup	MAN
Marathon Digital Holdings Inc	MARA
Marathon Oil	MRO
Marathon Petroleum	MPC
Markel Corporation	MKL
MarketAxess	MKTX
Marriott International	MAR
Marsh & McLennan	MMC
Martin Marietta Materials	MLM
Marvell Technology Group	MRVL
Masco	MAS
MASTEC INC	MTZ
MasterCard	MA
Match Group	MTCH
Mattel	MAT
Maxar Technologies	MAXR
Maxlinear Inc	MXL
McCormick & Co	MKC
McDonald's	MCD
McKesson	MCK
MDU Resources Group	MDU
Mednax	MD
Medtronic	MDT
Melco Resorts & Entertainment	MLCO
Mercadolibre	MELI
Merck & Company	MRK
Meritage	MTH
Meritor	MTOR
Merrimack Pharmaceuticals	MACK
Meta Platforms Inc	FB
MetLife	MET
Mettler-Toledo	MTD
MGM Resorts International	MGM
Microchip Technology	MCHP
Micron Technology	MU
Microsoft	MSFT
Microstrategy Inc	MSTR
Mid-America Apartments	MAA
Middleby	MIDD
Millicom International Cellular	TIGO
Mimecast Ltd	MIME
MODERNA	MRNA
Mohawk Industries	MHK
Molina Healthcare	MOH

<b>Company Name - Equities</b>	<b>Symbol</b>
Molson Coors	TAP
Mondelez International	MDLZ
MongoDB	MDB
MONOLITHIC POWER SYSTEMS INC	MPWR
Monster Beverage	MNST
Moody's	MCO
Morgan Stanley	MS
Motorola Solutions	MSI
MSA SAFETY INC	MSA
MSCI	MSCI
MUELLER WATER PRODUCTS INC	MWA
Murphy Oil	MUR
Nabors Industries	NBR
Nasdaq OMX	NDAQ
National Fuel Gas	NFG
National Oilwell Varco	NOV
National Retail Properties	NNN
Navient Corporation	NAVI
Nektar Therapeutics	NKTR
NetApp	NTAP
NetEase	NTES
Netflix	NFLX
Neurocrine Biosciences	NBIX
NEVRO	NVRO
New York Community Bancorp	NYCB
Newell Brands	NWL
Newmont	NEM
News Corp	NWSA
NextEra Energy	NEE
NEXTERA ENERGY PARTNERS LP	NEP
Nielsen	NLSN
Nike	NKE
NIO Inc	NIO
NiSource	NI
Noah Holdings Ltd	NOAH
Nomad Foods	NOMD
Nordstrom	JWN
Norfolk Southern	NSC
Northern Trust	NTRS
Northrop Grumman	NOC
NorthWestern Corporation	NWE
Norwegian Cruise Line	NCLH
Nova Ltd	NVMI
NRG Energy	NRG
NU SKIN ENTERPRISES INC	NUS
Nuance Communications	NUAN
Nucor	NUE
Nuvasive	NUVA

<b>Company Name - Equities</b>	<b>Symbol</b>
nVent Electric	NVT
Nvidia	NVDA
NVR	NVR
NXP Semiconductors	NXPI
O Reilly Automotive	ORLY
Oasis Petroleum	OAS
Occidental Petroleum	OXY
Oceaneering International	OII
OGE Energy	OGE
O-I Glass Inc	OI
Okta	OKTA
Old Dominion Freight Line	ODFL
Old Republic International	ORI
Omega Healthcare Investors	OHI
Omnicom Group	OMC
ON Semiconductor	ON
ONE Gas	OGS
OneMain Holdings	OMF
ONEOK	OKE
Onto Innovation Inc	ONTO
Oracle	ORCL
ORMAT TECHNOLOGIES INC	ORA
ORTHOPEDIATRICS CORP	KIDS
Outfront media	OUT
Overstock.com Inc	OSTK
Owens & Minor	OMI
Owens Corning	OC
Paccar	PCAR
Pacira Biosciences	PCRX
Packaging Corporation of America	PKG
Palo Alto Networks	PANW
Park Hotels & Resorts	PK
Parker-Hannifin	PH
Paychex	PAYX
Paycom Software	PAYC
PayPal Holdings	PYPL
PDC Energy	PDCE
Peabody Energy	BTU
PELTON INTERACTIVE INC	PTON
Pentair	PNR
People's United Financial	PBCT
PepsiCo	PEP
PerkinElmer	PKI
Perrigo	PRGO
Petco Health & Wellness Co Inc	WOOF
Pfizer	PFE
PG & E	PCG
Philip Morris International	PM

<b>Company Name - Equities</b>	<b>Symbol</b>
Phillips 66	PSX
Piedmont Office Realty Trust	PDM
Pinnacle West Capital	PNW
Pioneer Natural Resources	PXD
Pitney Bowes	PBI
Plains All American Pipeline	PAA
Plains GP Holdings	PAGP
Platform Specialty Products	ESI
PLUG POWER INC	PLUG
PNC Financial Services Group	PNC
Polaris	PII
Portland General Electric	POR
Post Holdings	POST
PPG Industries	PPG
PPL Corporation	PPL
PRA Group	PRAA
Primerica	PRI
Principal Financial Group	PFG
ProAssurance Corporation	PRA
Procter & Gamble	PG
Prologis	PLD
PROS Holdings	PRO
Prospect Capital	PSEC
Proto Labs Inc	PRLB
Prudential Financial	PRU
PTC	PTC
PTC THERAPEUTICS INC	PTCT
Public Service Enterprise Group	PEG
Public Storage	PSA
Pulte Group	PHM
PVH	PVH
Pyxus International	PYX
Qiagen	QGEN
Qorvo	QRVO
Qualcomm	QCOM
QUALYS INC	QLYS
Quanta Services	PWR
Quest Diagnostics	DGX
Quidel	QDEL
Qurate Retail Group	QRTEA
R R Donnelley & Sons	RRD
Ralph Lauren	RL
Rambus	RMBS
Range Resources	RRC
Raymond James Financial	RJF
Raytheon Technologies Corp	RTX
Realogy Holdings	RLGY
Realty Income	O

<b>Company Name - Equities</b>	<b>Symbol</b>
Redwood Trust	RWT
Regency Centers	REG
Regeneron Pharmaceuticals	REGN
Regions Financial	RF
Reinsurance Group Of America	RGA
Reliance Steel & Aluminum	RS
RenaissanceRe Holdings	RNR
RENEWABLE ENERGY GROUP INC	REGI
Republic Services	RSG
Resideo Technologies	REZI
ResMed Inc	RMD
RH	RH
RingCentral	RNG
Robert Half International	RHI
ROBLOX Corp	RBLX
Rockwell Automation	ROK
Roku	ROKU
Rollins	ROL
Roper Technologies	ROP
Ross Stores	ROST
Royal Caribbean Cruises	RCL
Royal Gold	RGLD
RPM International	RPM
Ryder System	R
S&P Global	SPGI
Sabre	SABR
SAGE Therapeutics	SAGE
Salesforce.com	CRM
Sally Beauty Holdings	SBH
Sarepta Therapeutics	SRPT
SBA Communications	SBAC
Schlumberger	SLB
Scientific Games	SGMS
Seagate Technology	STX
Sealed Air	SEE
Seattle Genetics	SGEN
SEI Investments Company	SEIC
Sempra Energy	SRE
Sensata Technologies Holding	ST
ServiceNow	NOW
Sherwin-Williams	SHW
Signature Bank	SBNY
Signet Jewelers	SIG
Silicon Laboratories	SLAB
Silvergate Capital Corp	SI
Simon Property Group	SPG
Sinclair Broadcast Group	SBGI
Sirius XM Holdings	SIRI

<b>Company Name - Equities</b>	<b>Symbol</b>
SITE Centers	SITC
SJW GROUP	SJW
SKECHERS USA INC	SKX
Skyworks Solutions	SWKS
SL Green Realty	SLG
SLM Corporation	SLM
SM Energy	SM
Snap	SNAP
Snap-On	SNA
SNOWFLAKE INC	SNOW
SOLAREGE TECHNOLOGIES INC	SEDG
Sonoco Products	SON
Southern Company	SO
Southern Copper	SCCO
Southwest Airlines	LUV
Southwest Gas	SWX
Spectrum Brands Holdings	SPB
Spire	SR
Spirit Aerosystems	SPR
Spirit Airlines	SAVE
Spirit Realty Capital	SRC
Splunk	SPLK
Spotify Technology	SPOT
Sprint	S
Sprout Social Inc	SPT
SPROUTS FARMERS MARKET INC	SFM
Square	SQ
SS&C Technologies	SSNC
Stanley Black & Decker	SWK
Starbucks	SBUX
State Street	STT
Steel Dynamics	STLD
Steelcase	SCS
Stericycle	SRCL
Steris	STE
Stifel Financial	SF
Stratasys, Ltd	SSYS
STRIDE INC	LRN
Stryker	SYK
Sun Communities	SUI
Sunopta Inc	STKL
Sunpower	SPWR
SUNRUN INC	RUN
SVB Financial	SIVB
Synaptics	SYNA
Synchrony Financial	SYF
Synopsys	SNPS
Sysco	SYY

<b>Company Name - Equities</b>	<b>Symbol</b>
T.Rowe Price Group	TROW
Take-Two Interactive	TTWO
Tanger Factory Outlet	SKT
Tapestry	TPR
Targa Resources	TRGP
Target	TGT
TC PipeLines	TCP
TE Connectivity	TEL
TechnipFMC	FTI
Tegna	TGNA
TELADOC HEALTH INC	TDOC
Teledyne Technologies	TDY
Teleflex	TFX
TENCENT MUSIC ENTERTAINMENT	TME
Tenet Healthcare	THC
TERADATA CORP	TDC
Teradyne	TER
Tesla	TSLA
Teva Pharmaceutical Industries	TEVA
Texas Instruments	TXN
Textron	TXT
The Bank of New York Mellon Corporation	BK
The Chemours Company	CC
The Coca-Cola Company	KO
The Cooper Companies	COO
The Hershey Company	HSY
The J.M. Smucker Company	SJM
The Macerich Company	MAC
The Mosaic Company	MOS
The Progressive Corporation	PGR
The Travelers Companies	TRV
The Walt Disney Company	DIS
Thermo Fisher Scientific	TMO
Timken	TKR
Titan International	TWI
TJX Companies	TJX
T-Mobile US	TMUS
Toll Brothers	TOL
TPI COMPOSITES INC	TPIC
Tractor Supply Company	TSCO
TransDigm Group	TDG
TransUnion	TRU
TREEHOUSE FOODS INC	THS
Trex Co Inc	TREX
Trimble	TRMB
Trinity Industries	TRN
Tripadvisor	TRIP
TTM Technologies	TTMI

<b>Company Name - Equities</b>	<b>Symbol</b>
Tupperware Brands	TUP
Tutor Perini	TPC
Twilio	TWLO
Twitter	TWTR
Tyler Technologies	TYL
Tyson Foods	TSN
Uber Technologies	UBER
UDR	UDR
UGI Corporation	UGI
Ulta Beauty	ULTA
ULTRAGENYX PHARMACEUTICAL IN	RARE
Under Armour	UA
Union Pacific	UNP
UNIQUIRE NV	QURE
Unisys	UIS
United Airlines Holdings	UAL
United Parcel Service	UPS
United Rentals	URI
United States Steel	X
United Therapeutics	UTHR
UnitedHealth Group	UNH
Universal Display	OLED
Universal Health Services	UHS
Unum Group	UNM
US Bancorp	USB
Vail Resorts	MTN
Valaris	VAL
Valero Energy	VLO
Valmont Industries	VMI
Vector Group	VGR
Veeva Systems	VEEV
Ventas	VTR
Veoneer	VNE
VEREIT	VER
Verint Systems	VRNT
VeriSign	VRSN
Verisk Analytics	VRSK
Verizon Communications	VZ
Vertex Pharmaceuticals	VRTX
VF	VFC
Viavi Solutions	VIAV
Vipshop Holdings	VIPS
VIR BIOTECHNOLOGY	VIR
Visa	V
Vistra Energy	VST
VMware	VMW
Vornado Realty Trust	VNO
Voya Financial	VOYA



<b>Company Name - Equities</b>	<b>Symbol</b>
Vulcan Materials	VMC
W. P. Carey	WPC
WABCO Holdings	WBC
Wabtec	WAB
Walgreens Boots Alliance	WBA
Walmart	WMT
Washington Real Estate Investment Trust	WRE
Waste Management	WM
Waters Corporation	WAT
WATTS WATER TECHNOLOGIES	WTS
WEC Energy Group	WEC
Weibo	WB
Welbilt	WBT
Wells Fargo	WFC
Welltower	WELL
West Pharmaceutical Services	WST
Western Digital	WDC
Western Union	WU
Westlake Chemical	WLK
WestRock	RKT
Weyerhaeuser	WY
Whirlpool	WHR
Whiting Petroleum	WLL
Williams Companies	WMB
Willis Towers Watson	WTW
Workday	WDAY
WR Berkley	WRB
WR Grace & Co.	GRA
WW Grainger	GWW
Wyndham Hotels & Resorts	WH
Wynn Resorts	WYNN
Xcel Energy	XEL
Xerox	XRX
XPO Logistics	XPO
Xylem	XYL
Yandex	YNDX
Yum China Holdings	YUMC
Yum! Brands	YUM
YY	YY
Zebra Technologies	ZBRA
Zillow Group	ZG
Zimmer Biomet Holdings	ZBH
Zions Bancorp	ZION
Zoetis	ZTS

## ETFs

<b>Company Name - ETFs</b>	<b>Symbol</b>
AlphaClone Alternative Alpha ETF	ALFA
Amplify Transformational Data Shrg ETF	BLOK
Amundi IS Nasdaq-100 ETF-C EUR	ANX
ARK Autonomous Technology&Robotics ETF	ARKQ
ARK Fintech Innovation ETF	ARKF
ARK Genomic Revolution ETF	ARKG
ARK Innovation ETF	ARKK
ARK The 3D Printing ETF	PRNT
Barclays ETN+ Shiller Capet	CAPE
BlueStar Israel Technology ETF	ITEQ
Defiance Next Gen SPAC Derived ETF	FIVG
Defiance Quantum ETF	QTUM
Direxion Daily 20+ Yr Trsy Bear 3X ETF	TMV
Direxion Daily Energy Bull 2X ETF	ERX
Direxion Daily Financial Bull 3X ETF	FAS
Direxion Daily Gold Miners Bear 2X ETF	DUST
Direxion Daily Gold Miners Bull 2X ETF	NUGT
Direxion Daily Jr Gld Mnrs Bull 2X ETF	JNUG
Direxion Daily MSCI India Bull 2x ETF	INDL
Direxion Daily Regional Bnks Bull 3X ETF	DPST
Direxion Daily Small Cap Bull 3X ETF	TNA
ETFMG Alternative Harvest ETF	MJ
ETFMG Prime Cyber Security ETF	HACK
ETFMG Prime Mobile Payments ETF	IPAY
First Trust Cloud Computing ETF	SKYY
First Trust Dow Jones Internet ETF	FDN
First Trust Indxx Invtv Tnsctn&Prct ETF	LEGR
First Trust IndXX NextG ETF	NXTG
First Trust Nasdaq Cybscty ETF A USD Acc	CIBR
Global X Artfcl Intlgc & Tech ETF	BOTZ
Global X Atnms & Elctrc Vhcls ETF	DRIV
Global X Cloud Computing ETF	CLOU
Global X Cybersecurity ETF	BUG
Global X FTSE Southeast Asia ETF	ASEA
Global X Gold Explorers ETF	GOEX
Global X Internet of Things ETF	SNSR
Global X Lithium & Battery Tech ETF	LIT
Global X MSCI China Consumer Disc ETF	CHIQ
Global X MSCI Greece ETF	GREK
Global X MSCI Nigeria ETF	NGE
Global X S&P 500 Catholic Values ETF	CATH
Global X Silver Miners ETF	SIL
Global X SuperDividend™ ETF	SDIV
Global X Uranium ETF	URA
Global X Video Games & Esports ETF	HERO
Goldman Sachs ActiveBeta EMkts Eq ETF	GEM
Invesco Aerospace & Defense ETF	PPA

<b>Company Name - ETFs</b>	<b>Symbol</b>
Invesco DWA Healthcare Momentum ETF	PTH
Invesco Dynamic Leisure and Entmnt ETF	PEJ
Invesco India ETF	PIN
Invesco QQQ Trust	QQQ
Invesco S&P 500 Low Volatility ETF	SPLV
Invesco S&P SmallCap Health Care ETF	PSCH
Invesco Solar ETF	TAN
Invesco Water Resources ETF	PHO
iShares 1-3 Year Treasury Bond ETF	SHY
iShares 20+ Year Treasury Bond ETF	TLT
iShares Biotechnology ETF	IBB
iShares Core S&P 500 ETF	IVV
iShares Dow Jones US ETF	IYY
iShares Expanded Tech Sector ETF	IGM
iShares Expanded Tech-Software Sect ETF	IGV
iShares Global Consumer Staples ETF	KXI
iShares J.P. Morgan EM High Yld Bd ETF	EMHY
iShares JP Morgan USD Em Mkts Bd ETF	EMB
iShares MSCI Australia ETF	EWA
iShares MSCI Brazil ETF	EWZ
iShares MSCI Chile ETF	ECH
iShares MSCI China ETF	MCHI
iShares MSCI Emerging Markets ETF	EEM
iShares MSCI Eurozone ETF	EZU
iShares MSCI Hong Kong ETF	EWH
iShares MSCI India ETF	INDA
iShares MSCI India Small-Cap ETF	SMIN
iShares MSCI Indonesia ETF	EIDO
iShares MSCI Japan ETF	EWJ
iShares MSCI Malaysia ETF	EWM
iShares MSCI Mexico ETF	EWW
iShares MSCI Peru ETF	EPU
iShares Nasdaq US Biotech ETF USD Acc	BTEC
iShares PHLX Semiconductor ETF	SOXX
iShares Russell 2000 ETF	IWM
iShares S&P 500 Growth ETF	IVW
iShares S&P GSCI Commodity-Indexed Trust	GSG
iShares Silver Trust	SLV
iShares Transportation Average ETF	IYT
iShares US Aerospace & Defense ETF	ITA
iShares US Basic Materials ETF	IYM
iShares US Medical Devices ETF	IHI
KraneShares CSI China Internet UCITS ETF	KWEB
KraneShares MSCI China Clean Tech ETF	KGRN
Pacer Benchmark Data&Infras RE SCTR ETF	SRVR
PIMCO Active Bond ETF	BOND
ProShare Space ETF	UFO
ProShares Online Retail ETF	ONLN

<b>Company Name - ETFs</b>	<b>Symbol</b>
ProShares Pet Care ETF	PAWZ
ProShares S&P 500 Dividend Aristocrats	NOBL
ProShares Short Russell2000	RWM
ProShares Short S&P500	SH
ProShares Short VIX Short-Term Futures	SVXY
ProShares Ultra Silver	AGQ
ProShares UltraPro Short QQQ	SQQQ
Renaissance IPO ETF	IPO
RPAR Risk Parity ETF	RPAR
Siren Nasdaq NexGen Economy ETF	BLCN
SPDR® Energy Select Sector ETF	XLE
SPDR® EURO STOXX 50 ETF	FEZ
SPDR® Financial Select Sector ETF	XLF
SPDR® Gold Shares	GLD
SPDR® Kensho Clean Power ETF	CNRG
SPDR® S&P Aerospace & Defense ETF	XAR
SPDR® S&P Biotech ETF	XBI
SPDR® S&P Health Care Equipment ETF	XHE
United States Natural Gas	UNG
United States Oil	USO
US Global Jets ETF	JETS
Utilities Select Sector SPDR ETF	XLU
VanEck Vectors Biotech ETF	BBH
VanEck Vectors ChinaAMC China Bond ETF	CBON
VanEck Vectors Gold Miners ETF	GDX
VanEck Vectors JP Morgan EM LC Bd ETF	EMLC
VanEck Vectors Junior Gold Miners ETF	GDXJ
VanEck Vectors Rare Earth/Strat Mtls ETF	REMX
VanEck Vectors Russia ETF	RSX
VanEck Vectors Semiconductor ETF	SMH
VanEck Vectors Steel ETF	SLX
Vanguard Dividend Appreciation ETF	VIG
Vanguard FTSE Developed Markets ETF	VEA
Vanguard High Dividend Yield ETF	VYM
Vanguard Real Estate ETF	VNQ
Vanguard S&P 500 ETF	VOO
Vanguard Short-Term Infl-Prot Secs ETF	VTIP
Vanguard Total Stock Market ETF	VTI
Vanguard Value ETF	VTV
WisdomTree Europe Hedged Equity ETF	HEDJ
Xtrackers Harvest CSI 300 China A ETF	ASHR