

	A	B	C
1		<b>Ethic Portfolio Holdings</b>	
2		Portfolio Name: SFSU Endowment x3062	
3		Benchmark: 100% ISHARES RUSSELL 3000 INDEX (IWV)	
4		As of date: 03/31/2024	
5			
6			
7		<b>Company Name</b>	<b>Symbol</b>
8	1	ADT INC DEL COM	ADT
9	2	AFLAC INC	AFL
10	3	ABBOTT LABS COM	ABT
11	4	ABBVIE INC	ABBV
12	5	ABERCROMBIE & FITCH CO	ANF
13	6	ACUITY BRANDS INC	AYI
14	7	ADOBE INC	ADBE
15	8	AECOM	ACM
16	9	AIRBNB INC CL A	ABNB
17	10	AIR LEASE CORP	AL
18	11	ALEXANDRIA REAL ESTATE EQUITIES INC	ARE
19	12	ATI INC	ATI
20	13	ALLSTATE CORP	ALL
21	14	ALPHABET INC CL C	GOOG
22	15	ALPHABET INC CL A	GOOGL
23	16	AMBAC FINANCIAL GROUP INC	AMBC
24	17	AMERICAN EAGLE OUTFITTERS INC	AEO
25	18	AMERICAN EXPRESS CO	AXP
26	19	AMERICAN INTERNATIONAL GROUP	AIG
27	20	AMERICAN TOWER CORP	AMT
28	21	AMETEK INC	AME
29	22	AMGEN INC	AMGN
30	23	ELEVANCE HEALTH INC	ELV
31	24	APOLLO GLOBAL MGMT INC	APO
32	25	APPLE INC COM	AAPL
33	26	APPFOLIO INC A	APPF
34	27	APPLIED MATERIALS INC	AMAT
35	28	ARISTA NETWORKS INC	ANET
36	29	ARROW ELECTRS INC	ARW
37	30	ATLASSIAN CORPORATION CL A	TEAM
38	31	AUTODESK INC	ADSK
39	32	AUTOMATIC DATA PROCESSING	ADP
40	33	AVERY DENNISON CORP	AVY
41	34	AVIENT CORPORATION	AVNT
42	35	BANK OF NEW YORK MELLON CORP	BK
43	36	BATH BODY WORKS INC COM	BBWI
44	37	BECTON DICKINSON AND CO	BDX
45	38	BERRY GLOBAL GROUP INC	BERY
46	39	BOOKING HOLDINGS INC	BKNG
47	40	BOOZ ALLEN HAMILTON HOLDING	BAH
48	41	BOSTON PPTYS INC	BXP
49	42	BOSTON SCIENTIFIC CORP	BSX
50	43	BRIGHT HORIZONS FAMILY SOLUT	BFAM
51	44	BRISTOL MYERS SQUIBB CO	BMY
52	45	BROADRIDGE FINANCIAL SOLUTIONS INC	BR
53	46	BROADCOM INC	AVGO
54	47	BROWN FORMAN CORP	BFA
55	48	BURLINGTON STORES INC	BURL
56	49	CBRE GROUP INC	CBRE
57	50	CDW CORP	CDW
58	51	C H ROBINSON WORLDWIDE INC	CHRW
59	52	THE CIGNA GROUP	CI
60	53	CME GROUP INC	CME
61	54	CVS HEALTH CORP	CVS
62	55	CAPITAL ONE FINL CORP	COF

	A	B	C
63	56	CARLISLE COS INC	CSL
64	57	CATERPILLAR INC	CAT
65	58	CENTENE CORP	CNC
66	59	CERIDIAN HCM HOLDING INC	DAY
67	60	CHART INDUSTRIES INC	GTLS
68	61	CHARTER COMMUNICATIONS INC NEW	CHTR
69	62	CHIPOTLE MEXICAN GRILL INC	CMG
70	63	CHURCH AND DWIGHT CO INC	CHD
71	64	CISCO SYSTEMS INC	CSCO
72	65	CITIZENS FINANCIAL GROUP	CFG
73	66	CLOROX CO	CLX
74	67	COLGATE PALMOLIVE CO COM	CL
75	68	CONAGRA BRANDS INC	CAG
76	69	CONSTELLATION BRANDS INC A	STZ
77	70	CORNING INC	GLW
78	71	CORTEVA INC COM	CTVA
79	72	COTY INC COM CL A	COTY
80	73	COUPANG INC CL A	CPNG
81	74	CRANE COMPANY	CR
82	75	CROCS INC	CROX
83	76	CROWDSTRIKE HOLDINGS INC A	CRWD
84	77	CROWN CASTLE INC	CCI
85	78	DANAHER CORP	DHR
86	79	DECKERS OUTDOOR CORP	DECK
87	80	DEERE CO	DE
88	81	DEXCOM INC	DXCM
89	82	DICKS SPORTING GOODS INC	DKS
90	83	WALT DISNEY CO THE	DIS
91	84	DOMINOS PIZZA INC	DPZ
92	85	DRAFTKINGS INC NEW	DKNG
93	86	EAST WEST BANCORP INC	EWBC
94	87	EBAY INC COM	EBAY
95	88	EDWARDS LIFESCIENCES CORP	EW
96	89	ENPRO INC	NPO
97	90	ENTEGRIS INC	ENTG
98	91	EPAM SYS INC COM	EPAM
99	92	EQUIFAX INC	EFX
100	93	ESAB CORPORATION COM	ESAB
101	94	ETSY INC	ETSY
102	95	EVERCORE INC	EVR
103	96	EXPEDIA INC	EXPE
104	97	EXPEDITORS INTL WASH INC	EXPD
105	98	F M C CORPORATION	FMC
106	99	META PLATFORMS INC	META
107	100	FAIR ISAAC CORPORATION	FICO
108	101	FIDELITY NATIONAL INFO SERV	FIS
109	102	FIRST AMERICAN GOVERNMENT	FGZXX
110	103	FISERV INC	FI
111	104	FLOWSERVE CORP	FLS
112	105	FORMFACTOR INC	FORM
113	106	FORTIVE CORP WI	FTV
114	107	FTAI INFRASTRUCTURE INC COMMON STOCK	FIP
115	108	GE HEALTHCARE TECHNOLOGIES INC	GEHC
116	109	ARTHUR J GALLAGHER CO	AJG
117	110	THE GAP INC	GPS
118	111	GARTNER INC	IT
119	112	GENERAL MILLS INC	GIS
120	113	GENTEX CORP	GNTX
121	114	GENUINE PARTS COMPANY	GPC
122	115	GENTHERM INC	THRM
123	116	GILEAD SCIENCES INC	GILD
124	117	GLOBAL PAYMENTS INC	GPN

	A	B	C
125	118	GOLDMAN SACHS GROUP INC	GS
126	119	GRAINGER W W INC	GWW
127	120	HP INC	HPQ
128	121	HARLEY DAVIDSON INC	HOG
129	122	H E I C O CORPORATION CL A	HEICO
130	123	HEWLETT PACKARD ENTERPRIS CO	HPE
131	124	HOST HOTELS RESORTS INC	HST
132	125	HOWMET AEROSPACE INC COM	HWM
133	126	HUB GROUP INC CL A	HUBG
134	127	HUBBELL INC COM	HUBB
135	128	HUBSPOT INC	HUBS
136	129	HUNTINGTON BANCSHARES INC	HBAN
137	130	HUNTSMAN CORP	HUN
138	131	IDEXX LABS INC	IDXX
139	132	ILLINOIS TOOL WORKS INC	ITW
140	133	ILLUMINA INC	ILMN
141	134	INSIGHT ENTERPRISES INC	NSIT
142	135	INTEL CORP	INTC
143	136	INTERCONTINENTAL EXCHANGE INC	ICE
144	137	INTL BUSINESS MACHINES CORP	IBM
145	138	INTUIT INC	INTU
146	139	INTUITIVE SURGICAL INC	ISRG
147	140	IQVIA HOLDINGS INC	IQV
148	141	IRON MOUNTAIN INC	IRM
149	142	ITRON INC	ITRI
150	143	JOHNSON JOHNSON	JNJ
151	144	JONES LANG LASALLE INC	JLL
152	145	K B HOME	KBH
153	146	KENVUE INC COM	KVUE
154	147	KEURIG DR PEPPER INC	KDP
155	148	KEYCORP	KEY
156	149	KIMBERLY CLARK CORP	KMB
157	150	KNIFE RIV HLDG CO	KNF
158	151	KRATOS DEFENSE & SECURITY	KTOS
159	152	KULICKE & SOFFA INDS INC	KLIC
160	153	LCI INDUSTRIES	LCII
161	154	LPL FINANCIAL HOLDINGS INC	LPLA
162	155	LAMAR ADVERTISING CO A	LAMR
163	156	LATTICE SEMICONDUCTOR CORP	LSCC
164	157	LAUDER ESTEE COS INC CL A	EL
165	158	LEONARDO DRS INC	DRS
166	159	ELI LILLY CO	LLY
167	160	LULULEMON ATHLETICA INC	LULU
168	161	LUMENTUM HOLDINGS INC W I	LITE
169	162	LUMINAR TECHNOLOGIES INC	LAZR
170	163	M T BANK CORP	MTB
171	164	MGM RESORTS INTERNATIONAL	MGM
172	165	M K S INSTRUMENTS INC	MKSI
173	166	MSCI INC	MSCI
174	167	MACYS INC	M
175	168	MAPLEBEAR INC COM	CART
176	169	MARSH MCLENNAN COS INC	MMC
177	170	MARVELL TECHNOLOGY INC	MRVL
178	171	MASCO CORP	MAS
179	172	MASTERCARD INC	MA
180	173	MCCORMICK CO NON VTG SHRS	MKC
181	174	MERCK CO INC	MRK
182	175	MERCURY SYSTEMS INC	MRCY
183	176	METLIFE INC	MET
184	177	METTLER TOLEDO INTL INC	MTD
185	178	MICROSOFT CORP COM	MSFT
186	179	MICRON TECHNOLOGY INC	MU

	A	B	C
187	180	MIDDLESEX WATER CO	MSEX
188	181	MODERNA INC	MRNA
189	182	MOLSON COORS BEVERAGE COMPANY	TAP
190	183	MONDELEZ INTL INC CL A	MDLZ
191	184	MOODYS CORP	MCO
192	185	MOOG INC CLASS A	MOGA
193	186	MORGAN STANLEY COM NEW	MS
194	187	NVR INC	NVR
195	188	NETFLIX COM INC	NFLX
196	189	NEWS CORP CLASS B	NWS
197	190	NVIDIA CORP	NVDA
198	191	OLYMPIC STL INC	ZEUS
199	192	OMNICOM GROUP INC	OMC
200	193	ORACLE CORPORATION	ORCL
201	194	OTIS WORLDWIDE CORP	OTIS
202	195	PDF SOLUTIONS INC	PDFS
203	196	P N C FINANCIAL SERVICES GROUP INC	PNC
204	197	P P G INDS INC	PPG
205	198	PVH CORP	PVH
206	199	PALANTIR TECHNOLOGIES INC	PLTR
207	200	PALO ALTO NETWORKS INC	PANW
208	201	PARKER HANNIFIN CORP	PH
209	202	PAYCHEX INC	PAYX
210	203	PAYCOM SOFTWARE INC	PAYC
211	204	PAYPAL HOLDINGS INC	PYPL
212	205	PFIZER INC	PFE
213	206	PINTEREST INC CL A	PINS
214	207	T ROWE PRICE GROUP INC	TROW
215	208	PROCORE TECHNOLOGIES INC COM	PCOR
216	209	PROGRESSIVE CORP	PGR
217	210	PRUDENTIAL FINANCIAL INC	PRU
218	211	QUALCOMM INC COM	QCOM
219	212	RXO INC COMMON STOCK	RXO
220	213	RAMBUS INC	RMBS
221	214	RALPH LAUREN CORP CL A	RL
222	215	RAYMOND JAMES FINL INC	RJF
223	216	REALTY INCOME CORP	O
224	217	REGIONS FINL CORP	RF
225	218	RELIANCE INC	RS
226	219	RIVIAN AUTOMOTIVE INC	RIVN
227	220	ROBINHOOD MKTS INC COM CL A	HOOD
228	221	ROKU INC	ROKU
229	222	ROLLINS INC	ROL
230	223	ROYAL GOLD INC	RGLD
231	224	RYMAN HOSPITALITY PROPERTIES	RHP
232	225	S P GLOBAL INC COM	SPGI
233	226	SJW GROUP	SJW
234	227	SALESFORCE INC	CRM
235	228	SCHWAB CHARLES CORP COM	SCHW
236	229	LIGHT WONDER INC	LNW
237	230	SERVICENOW INC	NOW
238	231	SHAKE SHACK INC CLASS A	SHAK
239	232	SIMON PROPERTY GROUP INC	SPG
240	233	SIRIUS XM HOLDINGS INC	SIRI
241	234	SKYWORKS SOLUTIONS INC COM	SWKS
242	235	SMITH A O CORP	AOS
243	236	SNOWFLAKE INC CL A	SNOW
244	237	BLOCK INC CL A	SQ
245	238	STANLEY BLACK DECKER INC	SWK
246	239	STRYKER CORP	SYK

	A	B	C
247	240	SUNNOVA ENERGY INTERNATIONAL	NOVA
248	241	SYNNEX CORP	SNX
249	242	SYSCO CORP	SYU
250	243	TJX COMPANIES INC	TJX
251	244	T MOBILE US INC	TMUS
252	245	TARGET CORP COM	TGT
253	246	TAYLOR MORRISON HOME CORP A	TMHC
254	247	THERMO FISHER SCIENTIFIC INC	TMO
255	248	TOPBUILD CORP	BLD
256	249	TRACTOR SUPPLY COMPANY	TSCO
257	250	TRAVELERS COS INC	TRV
258	251	TRIUMPH GROUP INC	TGI
259	252	TRUIST FINANCIAL CORP	TFC
260	253	TWO HBRS INVT CORP COM NEW	TWO
261	254	TYSON FOODS INC	TSN
262	255	US BANCORP	USB
263	256	ULTA BEAUTY INC COM	ULTA
264	257	ULTRA CLEAN HOLDINGS	UCTT
265	258	UNITED RENTALS INC COM	URI
266	259	UNITEDHEALTH GROUP INC COM	UNH
267	260	VEEVA SYSTEMS INC CLASS A	VEEV
268	261	VERALTO CORP COM SHS	VLTO
269	262	VERIZON COMMUNICATIONS INC COM	VZ
270	263	VERTEX PHARMACEUTICALS INC COM	VRTX
271	264	VISA INC COM CL A	V
272	265	VISHAY INTERTECHNOLOGY INC	VSH
273	266	VISTEON CORP	VC
274	267	VORNADO RLTY TR SH BEN INT	VNO
275	268	WALGREENS BOOTS ALLIANCE INC COM	WBA
276	269	WAYFAIR INC CLASS A	W
277	270	WELLTOWER INC COM	WELL
278	271	WEST PHARMACEUTICAL SVCS INC COM	WST
279	272	WESTERN ALLIANCE BANCORPORATION	WAL
280	273	WILLSCOT MOBIL MINI HLDNG CORP COM	WSC
281	274	WORKDAY INC	WDAY
282	275	WORTHINGTON STL INC	WS
283	276	ZILLOW GROUP INC C	Z
284	277	ZOETIS INC CL A	ZTS
285	278	CONSTELLIUM SE	CSTM
286	279	ADIENT PLC	ADNT
287	280	AON PLC SHS CL A	AON
288	281	ARCH CAP GROUP LTD	ACGL
289	282	ACCENTURE PLC IRELAND SHS CLASS A	ACN
290	283	EATON CORP PLC SHS	ETN
291	284	ENSTAR GROUP LTD	ESGR
292	285	GENPACT LIMITED	G
293	286	GLOBALFOUNDRIES INC ORDINARY SHARES	GFS
294	287	ICON PLC	ICLR
295	288	ICHOR HOLDINGS SHS	ICHR
296	289	JOHNSON CTLS INTL PLC SHS	JCI
297	290	MEDTRONIC PLC SHS	MDT
298	291	ALPHA OMEGA SEMICONDUCTOR	AOSL
299	292	SIGNET JEWELERS LTD	SIG
300	293	STONECO LTD CL A	STNE
301	294	WILLIS TOWERS WATSON PLC LTD SHS	WTW
302	295	XP INC CLASS A	XP
303	296	CHUBB LIMITED COM	CB
304	297	SPOTIFY TECHNOLOGY SA	SPOT
305	298	CNH INDL N V SHS	CNHI

	A	B	C
306	299	BANCO LATINOAMERICANO DE SHS E	BLX
307	300	SAFE BULKERS INC	SB